

Document Pack



Mark James LLM, DPA, DCA
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County Hall, Carmarthen. SA31 1JP

MONDAY, 27 JUNE 2016

TO: ALL MEMBERS OF THE EXECUTIVE BOARD

I HEREBY SUMMON YOU TO ATTEND A MEETING OF THE **EXECUTIVE BOARD** WHICH WILL BE HELD IN THE **CHAMBER, COUNTY HALL, CARMARTHEN AT 10.00 AM. ON MONDAY, 4TH JULY, 2016** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Mark James

CHIEF EXECUTIVE



PLEASE RECYCLE

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EXECUTIVE BOARD MEMBERSHIP 10 MEMBERS

Councillor	Portfolio
Councillor Emlyn Dole	Leader (Plaid Cymru) Corporate Leadership and Strategy; Chair of Executive Board; Represents Council at WLGA; Political Advocate for Council; Appoints Executive Board Members; Determines EBM Portfolios; Liaises with Chief Executive
Councillor David Jenkins	Deputy Leader - Resources (Plaid Cymru) Finance & Budget; ICT; Property / Asset Management; Procurement; Housing Benefits; Revenues; Armed Forces Champion; and Chairs Executive Board in Leader's absence
Councillor Pam Palmer	Deputy Leader - Communities (Independent) Council Business Manager; Community Champion; Customer Focus & Policy, Police Liaison; Community Safety; Social Justice / Crime & Disorder Community Planning; Anti-Poverty Champion; Sustainability; Bio-diversity; Youth Ambassador; Rural Affairs and Chairs Executive Board in Leader's absence
Councillor Hazel Evans	Technical Services (Plaid Cymru) Refuse; Street Cleansing; Transport Services; Grounds Maintenance; Building Services; Catering Services; Caretaking; Building Cleaning; Transport Services; Emergency Planning; Flooding
Councillor Linda Evans	Housing (Plaid Cymru) Housing – Public; Housing – Private; Equalities; Older People
Councillor Meryl Gravell	Regeneration & Leisure (Independent) Economic Development; West Wales European Centre; Community Development; Sports; Leisure Centres; Museums; Libraries; Country Park
Councillor Gareth Jones	Education and Children (Plaid Cymru) Schools; Children Services; Special Education Needs; Safeguarding; Respite Homes; Regional Integrated School Improvement Service; Adult Community Learning; Youth Services; Lead Member for Children and Young People; Eisteddfod Ambassador
Councillor Jim Jones	Environmental & Public Protection (Independent) Environmental Enforcement; Litter; Unlicensed Waste; Dog Fouling; Parking Services; Trading Standards; Environmental Health.
Councillor Mair Stephens	Human Resources, Efficiencies & Collaboration (Independent) Human Resources; Training; Simpson Compact; Priority Based Budgeting (PPB); Corporate Efficiencies; Welsh Language Champion; Town and Community Councils Ambassador.
Councillor Jane Tremlett	Social Care & Health (Independent) Adult Social Services; Residential Care; Home Care; Learning Disabilities; Mental Health; NHS Liaison/Collaboration/ Integration; Carers' Champion; Disability Ambassador; Dementia Care Champion; 50+ Champion.

AGENDA

1. APOLOGIES FOR ABSENCE.
2. DECLARATIONS OF PERSONAL INTEREST.
3. QUESTIONS ON NOTICE BY MEMBERS.
4. PUBLIC QUESTIONS ON NOTICE.
5. DRAFT ANNUAL REPORT (2015/16) AND IMPROVEMENT PLAN (2016/17). 5 - 178
6. ANIMAL ESTABLISHMENTS - LICENSING FEES. 179 - 194
7. PREMATURE RETIREMENT AND REDUNDANCY DISCRETIONARY POLICY FOR TEACHERS. 195 - 206
8. CARMARTHENSHIRE'S 2016/17 WELSH IN EDUCATION STRATEGIC PLAN AND CONSULTATION UPDATE. 207 - 282
9. MODERNISING EDUCATION PROGRAMME (MEP) - PROPOSAL TO CHANGE THE AGE RANGE OF YSGOL GYNRADD BETWS FROM 4-11 TO 3-11. 283 - 346
10. MODERNISING EDUCATION PROGRAMME (MEP) - PROPOSAL TO CHANGE THE AGE RANGE OF BYNEA SCHOOL FROM 4-11 TO 3-11. 347 - 408
11. MODERNISING EDUCATION PROGRAMME (MEP) - PROPOSAL TO CHANGE THE AGE RANGE OF YSGOL GYNRADD PEMBREY FROM 4-11 TO 3-11. 409 - 468
12. MODERNISING EDUCATION PROGRAMME (MEP) - PROPOSAL TO CHANGE THE AGE RANGE OF YSGOL GYNRADD PWLL FROM 4-11 TO 3-11. 469 - 530
13. ANY OTHER ITEMS OF BUSINESS THAT BY REASONS OF SPECIAL CIRCUMSTANCES THE CHAIR DECIDES SHOULD BE CONSIDERED AS A MATTER OF URGENCY PURSUANT TO SECTION 100B(4)(B) OF THE LOCAL GOVERNMENT ACT, 1972.

14. THE REPORT RELATING TO THE FOLLOWING ITEM IS NOT FOR PUBLICATION AS IT CONTAINS EXEMPT INFORMATION AS DEFINED IN PARAGRAPH 14 OF PART 4 OF SCHEDULE 12A TO THE LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) (WALES) ORDER 2007. IF, FOLLOWING THE APPLICATION OF THE PUBLIC INTEREST TEST, THE BOARD RESOLVES PURSUANT TO THE ACT TO CONSIDER THIS ITEM IN PRIVATE, THE PUBLIC WILL BE EXCLUDED FROM THE MEETING DURING SUCH CONSIDERATION.

15. USE OF CAPITAL RECEIPTS FOR ROAD JUNCTION WORKS.

531 - 534

EXECUTIVE BOARD MEETING 4th July 2016

Draft Annual Report (2015/16) and Improvement Plan (2016/17)

- 1st Year's progress report on the Corporate Strategy 2015-20
(Including our Summary Annual Report (2015/16) and Improvement Plan (2016/17))
- Full Annual Report (2015/16) and Improvement Plan (2016/17) - (ARIP)

Recommendations / key decisions required:

To approve the content of the Drafts

Reasons:

1. Under the Local Government (Wales) Measure we must:
 - *Publish an Improvement Plan as soon as it is reasonably practicable after the start of the financial year i.e. April 1st (The Auditor General interprets this as by the end of June) and*
 - *Publish an Annual Report on past performance by the end of October each year.*
2. We publish a combined Annual Report and Improvement Plan allowing us to evaluate previous year's results and agree future outcomes.
3. The document is still being finalised as End of Year data becomes available

Relevant scrutiny committee consulted Yes

Scrutiny committee and date

- | | |
|---------------------------------------|-----------------------------|
| • P&R | 9 th June |
| • Social Care & Health | 15 th June |
| • Education and Children's | 17 th June |
| • Community Scrutiny | 20 th June |
| • Environmental and Public Protection | 24 th June |
| • COUNTY COUNCIL | 13th July |

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr Pam Palmer

Directorate	Designations:	Tel Nos./ E Mail Addresses:
Chief Executive's		
Name of Head of Service:	Assistant Chief Executive - Regeneration & Policy	01267 224112 wswalters@carmarthenshire.gov.uk
Wendy Walters		
Report Author	Performance Management Officer	01267 224486 RNJames@carmarthenshire.gov.uk
Robert James		

EXECUTIVE SUMMARY
EXECUTIVE BOARD
4TH JULY 2016

**Draft Annual Report (2015/16) and Improvement Plan
(2016/17)**

- 1st Year progress report on the Corporate Strategy 2015-20
(Including our Summary Annual Report (2015/16) and Improvement Plan (2016/17))
- Full Annual Report (2015/16) and Improvement Plan (2016/17) - (ARIP)

BRIEF SUMMARY OF PURPOSE OF REPORT

1st Year's progress report on the Corporate Strategy 2015-20 (Including our Summary Annual Report (2015/16) and Improvement Plan (2016/17))

- When we published the Corporate Strategy 2015-20 we promised to conduct an annual progress report and we set out a set 24 Outcome measures to judge our progress against
- By law we also have to publish a summary and full ARIP
- It makes sense to combine the Corporate Strategy progress and summary ARIP into one document to avoid duplication and align plans and reports
- In the recent WAO Annual Improvement Report they found the combination of a short summary and a full version – gave all the information needed.

Full Annual Report (2015/16) and Improvement Plan (2016/17) – (ARIP)

- By law we have to publish a full ARIP
- On 20th April, we consulted with elected members on the Key Improvement Objective Priorities that are incorporated into this document
- WAO Corporate Assessment Proposals for Improvement are incorporated into the document.

The contents of this document will be monitored via PIMS and Dashboard throughout the year.

DETAILED REPORT ATTACHED?

YES

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Wendy S. Walters

Assistant Chief Executive - Regeneration & Policy

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	NONE	NONE	NONE
1. Policy, Crime & Disorder and Equalities						
<ul style="list-style-type: none"> The Annual Report and Improvement Plan is aligned to our Integrated Community Strategy (ICS) Outcomes and Goals. The document will help inform our ICS Annual Report. 						
2. Legal						
<ul style="list-style-type: none"> Our combination of Annual Reporting and Improvement Planning into a single document meets the Local Government Measure requirements and has satisfied our regulators. Other Councils in Wales have adopted this combined approach. 						
3 Finance						
See the Making Better use of Resources theme						

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Wendy S. Walters

Assistant Chief Executive - Regeneration & Policy

1. Local Member(s) - April 20 th 2016 Seminar on KIOPs held with members		
2. Community / Town Council -No		
3. Relevant Partners -No		
4. Staff Side Representatives and other Organisations-No		
Section 100D Local Government Act, 1972 – Access to Information List of Background Papers used in the preparation of this report: THESE ARE DETAILED BELOW :-		
Title of Document	File Ref No.	Locations that the papers are available for public inspection
The Local Government Measure (Wales) 2009		Welsh Government\Final part 1 guidance
Corporate Strategy 2015 - 2020		Corporate Strategy 2015-2020

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CARMARTHENSHIRE COUNTY COUNCIL

1st year progress report on the Corporate Strategy for 2015/16

Including our Summary Annual Report 2015/16
and Improvement Plan for 2016/17



EICH CYNGOR arleinamdani
www.sirgar.llyw.cymru
YOUR COUNCIL doitonline
www.carmarthenshire.gov.wales

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Introduction

When we signed up with our partners to the Integrated Community Strategy for Carmarthenshire, the Council aligned its internal plans to maximize its contribution to the agreement. The vision is for a Carmarthenshire that enables people to live healthy and fulfilled lives by working together to build strong, bilingual and sustainable communities.

In September 2015, we renewed our Corporate Strategy which set out the Council's strategic priorities and aspirations in support of the vision for Carmarthenshire. This Strategy identified key areas of focus and set out the key outcome measures by which the Council would judge its success. This document provides an annual report on progress made.

For the last five years the Council has published a combined Annual Report and Improvement Plan (ARIP), that details our progress against all of the outcomes and goals set out in the Integrated Community Strategy. The full ARIP is a detailed and lengthy document, however this document provides a summary.



Carmarthenshire County Council's [Corporate Strategy 2015 - 2020](#)

[Annual Report 2015/16 and Improvement Plan 2016/17](#)

Progress at a Glance

When we published the Corporate Strategy 2015-20 we set out the following outcome measures to judge our progress:-

Outcome	Outcome Measures	Progress
Making Better Use of Resources	Improved public satisfaction levels with the services provided by the Council	✓
	Reduction in organisational 'running costs'	✓
	Increased on line activity to address public queries and transactions	✓
Building a Better Council	Increasing public communication, consultation and engagement	✓
	Improved staff satisfaction levels	✓
	Reduced staff sickness absence levels	✗
Healthier	Reduction in referrals to adult and children's social services	✓
	Increased availability of rented and affordable homes	✓
	Increased use of leisure facilities	✗
Learning	Improved educational attainment	✓
	Improved school attendance rates	✓
	Reduced number of young people Not in Education, Employment or Training	Year 11 ✗ Year 13 ✓
	Improved condition of schools	✓
Safe	Appropriate support provided to children, young people and families as required	✓
	Reduction in road casualties	Awaiting results
	Reduction in total recorded crime	✗
	Reduction in anti-social behaviour	✓
Environment	Increased rates of recycling	✓
	Improved digital access	✓
	Improved transport links	✓
	Increased use of renewable energy	✓
Economy	Increased employment	✓
	Reduction in working age population in receipt of out of work benefits	✓
	Increased economic activity and productivity	✓

Outcome A: Making Better Use of Resources...

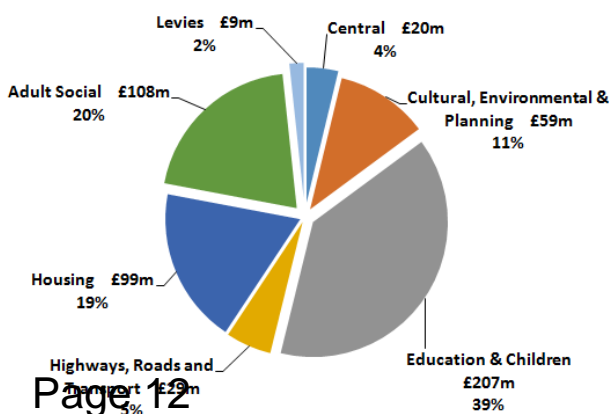
The Council is facing a period of significant and continued budget cuts and it is more important than ever to ensure that we are making the best use of resources. We will ensure that the organisation is working as efficiently as possible in order to protect and maintain front line services where possible. However, it may not be possible for us to continue doing some of the things we have done in the past and we will work with our communities and stakeholders to find new ways of addressing need where appropriate.

IT Technology has arrived at school kitchens.....

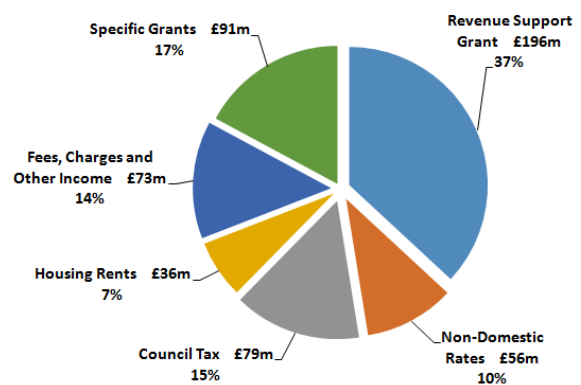


As part of the Transform, Innovate and Change (TIC) programme, electronic submissions make the ordering of food and kitchen supplies, timesheets, e-banking, staff newsletters, e-learning courses & on-line payments for school meals easier and accurate for kitchen staff, with significant time and efficiency savings and with better utilisation of resources for value added work.

Services Provided



Sources of Funding



Progress during 2015/16

We set ourselves a Key Improvement Priority for 2015/16 to 'deliver value for money in providing council services and directing our resources to the top priority front line services on which many local people depend'. In its March 2016, [Annual Improvement Report](#) on the Council, the Wales Audit Office found:

'Despite increasing pressure on budgets, performance is continuing to improve across the Council's priority areas and public satisfaction with Council Services is growing'.....frontline services have been protected, as a result of budget decisions and more efficient ways of working'



- ❖ We have a programme of office rationalisation facilitated by adapting the way we use the buildings to suit the needs of those providing services and to engender a new more agile way of working. This has further reduced the number of buildings and costs of accommodation required to deliver the Council's services.

Expected Outcomes (as identified in Corporate Strategy)



60% of our national measure results are in the top half of results for all Councils in Wales.
59% of our National measures improved last year
58% of citizens agree we provide **high quality services**



We have continued to reduce the organisational 'running costs'

2013/14	£16.7M
2014/15	£11.9M
2015/16	£12.6M



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YOUR COUNCIL doonline

i-Local aims to keep residents better informed of changes to refuse collection arrangements, bad weather and other emergencies, news updates and information on events .

13.5%
increase of on-line payments

882,669
visitors to our website

165,730
visitors to iLocal

The Key Improvement Objective Priority for 2016/17



Deliver value for money in providing council services and directing our resources to the top priority front-line services on which many local people depend - taking account of central government budget cuts and their impact

Outcome B: Building a Better Council...

The Council has always worked towards building a better Carmarthenshire and has a proven track record of delivery. However, the way that public services are provided is changing and as a Council we need to respond and adapt to these changes in order to ensure we can support the needs of our residents in the future.

Shwmae!

More than 100 people started their conversation with 'Shwmae' during their visit to Llanelli Market

As part of the national *Shwmae Sumae* Day on October 15, shoppers were urged to start their conversation with 'Shwmae' to be entered into a free raffle to win a grand hamper donated by traders.



Llanelli Market traders Wendy Lewis & Liz Thomas of AJ Meats supporting Shwmae Sumae Day

We have made further improvements in *Building a Better Council* and this progress has been independently verified by the Auditor General for Wales in his [Corporate Assessment](#) of January 2016.

“Carmarthenshire County Council is demonstrating ambition in its vision, with collective leadership and more robust and transparent governance, it is delivering improved outcomes for its citizens....”

Progress during 2015/16

- ❖ We continue to promote local democracy and transparency with increased use of social media. For example the budget Consultation with the citizen's of Carmarthenshire involved an online survey, road show events and the use of 'question of the week' through social media.
- ❖ It is the duty of the Council to facilitate and increase the use of the Welsh language. This is a new opportunity for us to look at the Language in our workplace and in the services that we provide.
- ❖ We received 1000+ responses to our survey on rural poverty and this was brought together in a report for Grwp Cefn Gwlad. In response the LEADER programme is supporting pilot projects that aim to increase digital exploitation, access to information and advice services, as well as affordable childcare.

Expected Outcomes (as identified in Corporate Strategy)

Increased public communication, consultation and engagement

4000+

respondents to consultation on rural poverty, affordable homes, budget, tourism. Citizens Panel and 50+ Forum members

i-Local has an area dedicated to Consultation with the heading "We want to hear what you have to say on any and all matters of interest."



Staff Sickness Up

Unfortunately our staff sickness absence levels have increased to **10.1 days** from 9.6 days the previous year.

Improved Staff Satisfaction Levels

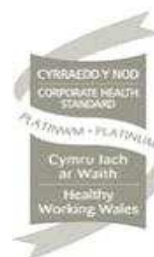


**BUDDSODDWYR | INVESTORS
MEWN POBL | IN PEOPLE**

During the review, staff interviews showed **higher levels of satisfaction** than the previously.

The Council has been an Investor in People since 2009, and this financial year the Council has been reviewed and its accreditation maintained.

We were the first local authority to achieve the Welsh Government's Platinum health standard; we have now held the accreditation for 6 years.



The Key Improvement Objective Priority for 2016/17



We will continue to improve governance, decision making, openness & transparency and keep under review by the Constitutional Review Working Group

More  - [Annual Report 2015/16 and Improvement Plan 2016/17](#)

Outcome C: People in Carmarthenshire are healthier ...

Our way of life is changing. People are living longer with a higher quality of life but our care needs are becoming more complex. The challenge now facing us is to prevent ill-health in the first place.

A Helping Hand



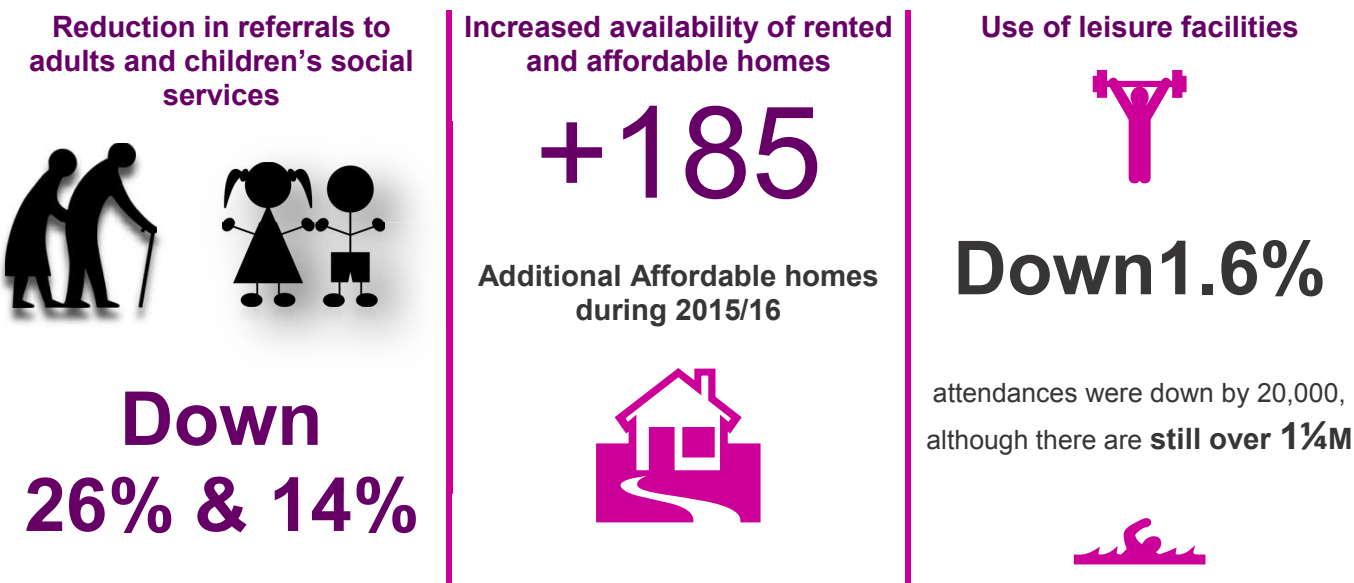
Yvonne lives with her husband who has chronic heart failure and hearing problems and she is her husband's main carer. Yvonne fell on a shop escalator and was taken to A & E but after assessment was discharged into the care of a *Rapid Response Team* by the Out of Hours Domiciliary Care Manager, thus avoiding hospital admission.

Yvonne wanted to regain her independence as soon as possible. The Rapid Response Team provided the necessary support until *Re enablement Team* support was arranged. Within three to four weeks visits were decreased and then stopped as they were no longer necessary.



Progress during 2015/16

- ❖ The Council has worked in close partnership with the Health Board to address **health inequality** issues such as obesity, diabetes, smoking and alcohol use, dementia and other chronic conditions. The Council also works closely with the 3rd Sector to develop more resilient communities, thereby improving the health and well-being of the residents of these communities.
- ❖ The expanded Flying Start programme covering 17 areas has enabled 1,832 children to benefit from this **early intervention service**; Team Around the Family (TAF) training and support programme is being implemented across Carmarthenshire. All Families First (FF) commissioned projects are using the Joint Assessment Families Framework (JAFF) to measure whether involvement has been effective. The resource panel is helping ensure **preventative services** are being fully utilised.
- ❖ There is also a strong relationship between the **quality of housing** and ill health. We have invested over £200m in improving and modernising our tenants homes through the Carmarthenshire Homes Standard.
- ❖ We have also focused on **improving the numbers of affordable homes** for rent and to buy across the county as well as increasing the number of empty properties that have been brought back into use. We have developed an Affordable Housing Delivery Plan 2015-20 after extensive consultation with the public.

Expected Outcomes (as identified in Corporate Strategy)



The Key Improvement Objective Priorities for 2016/17

-  **Promoting Independence and Well Being for Older People**
-  **Increasing the availability of rented and affordable homes to support the needs of local people by implementing our affordable homes delivery plan**

More ⓘ - [Annual Report 2015/16 and Improvement Plan 2016/17](#)

Outcome D: People in Carmarthenshire fulfil their learning potential...

We all want our children and young people to have the best possible start in life by supporting them to gain the skills and knowledge they need to lead happy, healthy, fulfilling lives. We want to improve outcomes for all ages through lifelong learning.

Best Ever Results for Carmarthenshire schools

Ysgol Glan-y-Mor School Achieves the Highest Possible Standards

Results of the Key Level 2 inclusive Indicator the most important performance measure has **doubled** over three years, from 30% (2012) to 60% (2015) at the Ysgol Glan-y-Mor School.



*I am so pleased with my results. Thanks to all the staff in the school for their support. They were fantastic" **Robbie Williams***

*"I am extremely happy with my achievements. Thanks to Glan-y-Môr I can now continue with my chosen career path!" **Tane Davies***

*"The school was brilliant. I am really happy. Thanks to everyone at the school I achieved everything I wanted." **Rebecca Roberts***

For the second year in succession our school pupils in Carmarthenshire achieved their **best ever examination** results at GCSE, achieving 61.1% against the key Level 2 Inclusive indicator (at least 5 number GCSE passes at grade A* to C including mathematics and language) with teacher assessments at all other key stages of education improving and comparing favorably with other authorities.

Progress during 2015/16

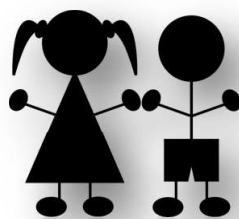
- ❖ We have established a Carmarthenshire **Youth Support Service** bringing together the Youth Service and Youth Offending Services.
- ❖ Within our **Modernising Education Programme** major school development projects were completed at Ysgol Bro Dinefwr, Ysgol Dyffryn Aman, Burry Port Primary School and Ysgol Carreg Hirfaen, with thousands of children benefiting.
- ❖ The number of 7 year old pupils receiving **Welsh medium education** has increased. The % of learners achieving expected levels at Key Stages 2, 3 and 4 have improved.

Expected Outcomes (as identified in Corporate Strategy)



61.1%

of pupils achieving **5 GCSE** at grade **A* to C** including English or Welsh first language and Mathematics
Now ranked 7th in Wales



95.2%

Attendance at **Primary Schools**

94.2%

Attendance at **Secondary Schools**
Ranked 5th and 9th in Wales

3.5%

 year 11 pupils
(previously 3.4%) &

2.8%

 year 13 pupils
(Previously 6.1%)

Not in Education, Employment or Training (NEET)



55%

 of schools condition is graded 'good' or 'satisfactory'

The Key Improvement Objective Priorities for 2016/17



Improving learner attainment



To further reduce young people NOT in Education, Employment or Training

Outcome E: People who live, work and visit Carmarthenshire are safe and feel safer...

Carmarthenshire remains one of the safest areas in the UK. However, we must not become complacent and we need to continue to work together with partners to address problems identified by local communities.

Bang to Rights!

Speeding motorists had red faces having to explain their behaviour to the pupils outside their school

One driver was so embarrassed he dodged the ordeal by accepting a fixed penalty notice. The Speeding Initiative outside schools throughout the county is being promoted as part of Carmarthenshire's Community Safety Partnership.



Carmarthenshire continues to be one of the safest areas in the UK

Crime rates continue to be significantly lower in Carmarthenshire compared to the average for England and Wales

Progress during 2015/16

- ❖ **Safeguarding** children and adults remains our first priority as a Council and this year a Corporate Policy has been developed to ensure all our services have a raised awareness and better understanding of procedures in relation to safeguarding.
- ❖ Our *Team Around the Family* (TAF) approach enables us to **work together with families and other agencies** to deliver a plan of support at times when a family is facing challenging circumstances. This support also helps to build the families resilience and to cope in the future.
- ❖ We continue to work with the Community Safety Partnership (CSP) to **reduce anti-social behaviour**. Some development improvements have included:-
 - sharing of information between systems used by Gwalia and the Police
 - links between all the partners of the CSP
- ❖ There has been a focus on **road safety** in the 'Carmarthenshire News' and on the CSP website. We have continued with various initiatives such as 'Dragon Rider Cymru' training for motorcyclists and encouraging young drivers to take part in 'Pass Plus Cymru' training.
- ❖ Work to **reduce drug and alcohol misuse** continues and we undertook a pilot with the Integrated Family Support Team looking at cases where parents had substance misuse problems.



Expected Outcomes (as identified in Corporate Strategy)

The Family Information Service (FIS) offers free impartial advice and guidance, enabling children, young people and their families, to have access to a broad range of information about what services and support is available.



Reduction in road casualties
XX

Data available end of June

While there has been an increase of 10.1% in recorded crime during the year, it is difficult to compare figures with 14/15. Changes made in recording data by the police have resulted in an increase in the accuracy of recording crime.

2014/15	2015/16
7,381	8,128




Incidents
down
15.5%



Our priorities for 2016/17

- ❖ We will continue to work in partnership and engage with local communities to reduce crime and disorder.
- ❖ We will continue to target speeding including use of Community Speed Watch Schemes.
- ❖ We will continue to make the Safeguarding of children and adults one of our main priorities.
- ❖ By providing targeted prevention, early interventions and effective treatment to minimise the harm caused by drugs and alcohol.

More  - **Annual Report 2015/16 and Improvement Plan 2016/17**

Outcome F: Carmarthenshire's communities and environment are sustainable...

Carmarthenshire is known for its diverse communities and wonderful natural environment and we want to ensure that we develop sustainably, so that everyone in the county is able to enjoy a better quality of life now and for generations to come.

Home Composting

GREEN-FINGERED tenants at Nant-Y-Glo in Pontyberem have been discovering the benefits of home composting. Grass cuttings along with kitchen scraps such as vegetable peelings and teabags are now being composted instead of just being thrown away. The rich soil conditioner it makes is being used in their flower pots to brighten up the council-run sheltered housing complex.







Progress during 2015/16

- ❖ We have continued to receive and determine applications for renewable energy projects, largely in the form of single wind turbines but also that of Brechfa West wind farm. The majority of such applications are granted. Those that have not been granted have been refused primarily on landscape implications particularly where cumulative impacts on the landscape are apparent.

- ❖ Our positive approach to determining planning applications ensures that further opportunities have been provided through the granting of planning applications to meet the housing needs, economic needs and indeed community needs (schools etc) of the County.
- ❖ We have supported 250 residents by giving them digital inclusion skills through key events across Communities First areas, allowing them to return to, or enter employment or training. We won a two year £90,000 rural grant for the exploitation of digital technology in rural Carmarthenshire.
- ❖ We have improved digital access in Carmarthenshire during 2015/16 by completing WiFi access for all schools and beginning public access to WiFi in the markets at Llanelli and Carmarthen. To date 46 out of the 54 BT Exchanges have been enabled for superfast broadband.
- ❖ We have continued to improve transport links that support economic development and sustainability.
 - During 2015/16, construction of the Carmarthen west link road commenced and Phase 1B of the Cross Hands Economic Link Road, which will improve access at the Strategic Employment site, was completed.
 - We resurfaced 27.97 kilometres of highway during 2015/16.
 - Overall, the percentage of roads in poor condition has reduced from 11.9% to 10.7%.
 - ! However, there is a decline in the condition of A&B class roads.
 - 3,166 metres of new cycleway was completed in 2015/16.

Expected Outcomes (as identified in Corporate Strategy)

<p>Increased rates of recycling</p> <p>63%</p>  <p>Well above the national statutory target of 58% for 2015-16</p>	<p>Improved digital access</p> <p>supported residents with digital skills</p> <p>+ 250</p> 
<p>Improved transport links</p>  <p>Resurfaced 28 kilometres of highway</p>	 <p>2.5%+</p> <p>Increased use of renewable energy</p>

The Key Improvement Objective Priority for 2016/17



Improving the highway infrastructure network to support further economic development and connectivity

Outcome G: Carmarthenshire has a stronger and more prosperous economy..

Providing secure well paid jobs and training opportunities for local people is central to everything we are seeking to achieve. In the past, too many young people have been forced to leave Carmarthenshire to get jobs. Working across all sectors – public, voluntary and private – we want to increase prosperity for everyone in the county.

Vibrant & Viable Places – Tackling Poverty: Opportunity Street, Llanelli

Three properties have been bought as part of a £1.5m *Opportunity Street* project to further regenerate Llanelli town centre. The vacant premises were acquired with assistance from the Welsh Government [Vibrant and Viable Places](#) funding. Llanelli was allocated **£1million** under the programme over three years 2014-17.

The main aim of the fund is to tackle poverty by creating jobs, encouraging skills development, improving housing, providing facilities to attract new retail interests and helping people into work. This is a *Key Improvement Objective Priority* for us.



A number of strategic regeneration projects have delivered positive outcomes and improved employment opportunities
(WAO Annual Improvement Report March 2016)

Progress during 2015/16

- ❖ Our regeneration activity is shaped by effective collaborative working with neighbouring councils to form the **Swansea Bay City Region (SBCR)**. To support this, **the Strategic Regeneration Plan for Carmarthenshire 2015-2030 – Transformations** was launched. The regeneration of Carmarthenshire for current and future developments is both ambitious and challenging, and the Strategic Regeneration Plan for the next 15 years, promotes new opportunities for business growth, skills development and job creation, whilst developing our knowledge, economy and tourism.
- ❖ Our **Learner Programmes** are intrinsically involved with curriculum reform and development and are working with schools and local Further Education, to provide meaningful and relevant high quality learning opportunities for children and the young people of Carmarthenshire.
- ❖ The **SBCR** has submitted a ground-breaking '**Internet Coast**' City Deal bid, in excess of £500m over 20 years. By harnessing the transformational power of digital networks, it provides a real opportunity to push forward growth in the region and importantly the rural economy of West Wales.
- ❖ The emerging Wellness and Life Science Village, Delta Lakes, will potentially create 1,000 jobs and see an investment of £100M in Llanelli.

Expected Outcomes (as identified in Corporate Strategy)

180 Jobs created

109 Jobs safeguarded

149 people into Jobs



1,220 Jobs

accommodated

2,648 people into training



11.8% of Working age population in Carmarthenshire are in receipt on **out of work benefits**
(down from 12.5% in 2014)

69% Employment in Carmarthenshire
(an increase on 68.6% for the previous year)

Nearly **£29M** Private Sector investment /External funding secured

12 enterprises created

13.13ha land developed/ improved

+162,000sq ft floor space developed



The Key Improvement Objective Priorities for 2016/17



Creating jobs and growth throughout the County



Tackling Poverty

YOU SAID, WE DID



We have provided some examples of the positive changes we have made after hearing from citizen feedback in our **'You Said.....We Did....'** Campaign

	You said...	We did...
Making Better Use of Resources	That you would like to be able to make card payments at The Hub in Llanelli.	Self service payment kiosks will be installed in The Hub during 2016/17, enabling customers to make card (and cash) payments.
Building a Better Council	That, although very helpful, members of staff within the Contact Centre and Customer Service Centers could build on their wide knowledge base and increase their expertise in some areas.	Staff receive regular ongoing training and awareness sessions to remain up to date and knowledgeable on council services.
Healthier	You weren't always aware of the acceptable standards we expect Tenants to keep their properties in.	As part of the repairs review we undertook a pilot to establish the frequency and nature of regular visits to all Council tenant's homes
Healthier	That there was a need for smaller type homes, mainly for rent and for local people. You wanted us to maximise use of existing homes, especially bringing empty homes back into use.	We have developed an affordable homes plan which addresses these issues and sets out how we will deliver over 1,000 additional affordable homes over the next 5 years with a total investment exceeding £60m.
Education	Parents wanted to be able to express a preference when applying for a school place for their child.	We are implementing a change to the school admissions process to allow parents to express a 1st, 2nd, and 3rd choice when applying for a school place.
Environment	You wanted more reassurances when sending your children to school with Passenger Assistants.	The Passenger Transport section has reminded all transport contractors of the need to inform parents or guardians of any changes to travel arrangements and reminded all Passenger Assistants that personal identification must be worn at all times and shown upon request.
Economy	It was sometimes difficult to get through to the Housing Benefit team by telephone.	Supervisors have been reminded of the importance of monitoring call volumes regularly and will adjust call team staffing levels as required. Additional lines are also opened at peak times.



For further information contact:



Regeneration and Policy
Chief Executive's Department
County Hall
Carmarthen
Carmarthenshire SA31 1JP



Tel: **01267 224486**
Email: performance@carmarthenshire.gov.uk



Visit the Council's website
<http://www.carmarthenshire.gov.wales/home/council-democracy/consultation-performance/performance-management/>



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Follow this plan and add your Tweets on our [Twitter](#) page - **#CarmsReport**



Carmarthenshire County Council's [Corporate Strategy 2015 - 2020](#)

[Our Annual Report 2015/16 and Improvement Plan 2016/17](#)

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July 2016

Annual Report 15/16 & Improvement Plan 16/17



If you would like this document in an alternative format, e.g. large print, audio tape or Braille, then please contact Performance Management on 01267 224486

For a 'Quick start' short summary to this document see our [Summary](#)

To monitor the delivery of this plan - www.carmarthenshire.gov.uk/performance

Welcome from the Leader of the Council

I can scarcely believe that a year has gone by since my election as Leader of Carmarthenshire County Council in May 2015. Becoming the Leader of such a successful Council was undoubtedly a great honour.

It's very important that we self assess and evaluate our performance and governance as a Council before we set out our plans for the year ahead and we are very fortunate that we can include an independent source to sum up our performance.

In January of this year the Wales Audit Office undertook a Corporate Assessment of the Council and highly praised us for having:

".....a well established vision that is driven forward by a strong collective leadership from both Executive and Corporate Management Teams"

The report stated that a clear framework of well-aligned plans and strategies has translated priorities into action.

This combined Annual Report and Improvement Plan is directly aligned to the *Integrated Community Strategy* that we have agreed with our partners. It's very important that we deliver our side of the agreement. For the five *outcomes* and 30 *goals* we signed up to, it outlines the Council's progress last year and its aims for the coming year.

The Wales Audit Office has consistently found that our public reporting of performance is *"fair and balanced"* and you will see that along with the good news, inconvenient news is also reported, although there is not much of it. *We are going to make the Council the most open and transparent Council in Wales to enable us to make continuous improvement.* The Constitutional Review Working Group's action plan to develop and improve the Council's governance and accountability arrangements will continue to be delivered.

Regenerating the local economy, creating jobs and keeping young people here to fulfil their potential is my main priority. We have strengthened the *Outcome - Carmarthenshire has a stronger and more prosperous economy.*

With severe budget reductions we have achieved much and plan to achieve more, despite less funding. We will continue to consult widely on budget reduction proposals and make sure we listen to the people of Carmarthenshire who we serve. We will make better use of resources, build a better council and make sure we embed the Council's core values in everything we do.

These are challenging and uncertain times, but with uncertainty come opportunities and we will face the challenges and deliver the best outcomes for social, economic, environmental and cultural well-being of the people of Carmarthenshire.

We welcome constructive comments on our strategies and services. Feedback from customers and service users is essential in identifying opportunities for improvement and we hope that if you have any comments or suggestions that you believe would help that you will share them with us. Please contact us at:

Listening to You, Carmarthenshire County Council, County Hall,
Carmarthen SA31 1JP or email at ListeningToYou@carmarthenshire.gov.uk

Cllr Emlyn Dole
Leader



Mark James CBE
Chief Executive



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This plan will look at all the promises made above, in turn, and, try to judge where we are, look at the available evidence in customer satisfaction, regulatory findings or performance data, outline progress made in the past year, identify if anyone is better off and set out the improvements for the year ahead.

Introduction

Purpose:

This Annual Report and Improvement Plan (ARIP) is produced by the Council because we believe we should provide comprehensive and balanced information to the public about our services, so that they can see how we are performing and the challenges we are facing. The Council has set an ambition to be recognised as the most open and transparent Council in Wales.

Previous Annual Report and Improvement Plans have been recognised by our external regulators as providing comprehensive information in a fair and balanced way. In March 2016 the Wales Audit Office concluded:-

'Public reporting of performance is fair and balanced. The ARIP is clearly laid out and presents a comprehensive picture of what the Council is aiming to achieve, the progress it is making and how its performance compares with other councils in Wales.'

Wales Audit Office – Annual Improvement Report March 2016

Legal Duty:

By law under the [Local Government \(Wales\) Measure](#) we must:

- Publish an Improvement Plan as soon as it is *reasonably* practicable after the start of the financial year i.e. April 1st and
- Publish an Annual Report on past performance by the end of October¹ each year.
- This document is a combined Annual Report and Improvement Plan.
- Combining these documents means that we can review what we did last year before deciding what we will do in the year ahead. We report our own results for 2015/16 and reflect on our year on year performance and assess any improvements needed.
- However, we will not be able, with the timing of this publication, to compare our 15/16 results to every other Council in Wales, until the All Wales results are published in September 2016.

Duty to Improve:

Local Government, throughout the UK, is currently experiencing severe budgetary constraints. There is increasing demand and expectation, yet less resources are available. Under these conditions, we need to work even more efficiently and effectively, to maintain services and improve where we can, delivering 'more (or even the same) for less'.

Working with Partners:

As a Council we are not alone in working to improve the lives of Carmarthenshire's citizens. We agreed a single [Integrated Community Strategy \(ICS\)](#) with our partners in Carmarthenshire in July 2011. Previously there had been separate partnership plans in Regeneration, Children and Young People, Health & Community Safety.

In its Corporate Assessment of the Council, January 2016, the Wales Audit Office concluded that *'The Council has a well established and effective approach to partnership working'*.

Corporate Strategy

Our [Corporate Strategy 2015 - 2020](#) sets out the Council's strategic priorities and aspirations and how we will support the delivery of the Integrated Community Strategy outcomes and goals for the next five years.

¹ The report of performance in October is set to enable Councils to compare their performance to all other Welsh Councils results that are not available and audited until September.

Equality and Diversity

[Strategic Equality Plans](#) (SEPs) are important documents that set out how public bodies will consider the needs of groups with 'protected characteristics', as outlined in the Equality Act 2010. This is intended to ensure that all individuals receive just and equitable treatment in respect of service delivery and strategy/policy formulation. SEPs generally contain a set of equality objectives, together with an action plan, which aim to promote equality and fairness.

Consultation is an intrinsic part of developing a new [Strategic Equality Plan](#) and, as such, public opinion was sought to strengthen the Plan. During the year, we have worked closely with our partners across Dyfed Powys and with Equality Carmarthenshire to undertake detailed consultation. A mixed methods approach was employed to seek the views and experiences of stakeholders across Dyfed Powys.

It was agreed to produce one master survey (and sister versions) and hold local stakeholder events in each of the four regions. This approach increased the robustness of collected data and facilitated comparability of results. Furthermore, the consultation survey formed part of the September 2015 mail out to Citizens' Panel (c. 600) and 50+ Forum (c. 2400) members.

Feedback from the consultation was used to prepare the Strategic Equality Objectives and will also be key in preparing the action plan for the next period of implementation.

Welsh Language

During 2015/16 the focus has been on the preparatory work of introducing the [Welsh Language Standards](#) within the Council. We have prepared a detailed action plan for the initial phase of implementation and this will be the basis of our [Annual Report](#) for this year.

The period of preparation has been a busy one and communication has been a key element in raising awareness of the changes amongst staff. Consequently, we have received a number of enquiries from departments. This has provided a good opportunity for us to look at our current situation with regard to compliance and in setting priorities for the future.

During the preparation work, it became clear that there would be increased pressure on the Translation Unit. In order to meet our responsibilities and support a bilingual workplace, there was additional investment in the Unit's budget in order to appoint more staff and invest in systems that will support their work. The Unit has a key role to play in facilitating the Standards and in supporting departments to increase the use of the Welsh language in our workplace as we build internal capacity.

Self Assessment and Prioritising Improvement

To assess performance and to identify improvement priorities, we draw on evidence from a reasonable, balanced and rounded range of sources. We also held a Seminar with elected members to identify their views on priorities for improvement.

Through bringing together this broad range of information and viewpoints, we are able to examine evidence to decide what matters most and where our effort needs to be concentrated.

We identified the following Key Improvement Objective Priorities (KIOP) for 2016/17:-



Outcome	Our 2015/16 KIOP	KIOP for 2016/17
Making Better Use of Resources	<i>Deliver value for money in providing council services and directing our resources to the top priority front-line services on which many local people depend</i>	<i>Deliver value for money in providing council services and directing our resources to the top priority front-line services on which many local people depend - taking account of central government budget cuts and their impact</i>
Building a Better Council	<i>Improve Governance, decision making, openness and transparency</i>	<i>Continue to improve Governance, decision making, openness and transparency and keep under review by the Constitutional Review Working Group</i>
Health	<i>Support the growing numbers of older people to maintain dignity and independence in their later years</i>	<i>Promoting Independence and Well Being for Older People</i>
	<i>Improve the Council housing stock and assist local people to gain access to rented and affordable homes</i>	<i>Increase the availability of rented and affordable homes to support the needs of local people by implementing our affordable homes delivery plan</i>
Learning	<i>Improve School Attainment</i>	<i>Improve Learner Attainment</i>
		New - <i>To further reduce young people Not in Education, Employment or Training</i>
Environment		New - <i>Improving the highway infrastructure network to support further economic development and connectivity</i>
Economy	<i>Tackle Poverty</i>	<i>Tackle Poverty</i>
		New - <i>Creating jobs and growth throughout the County</i>

Key overall performance news

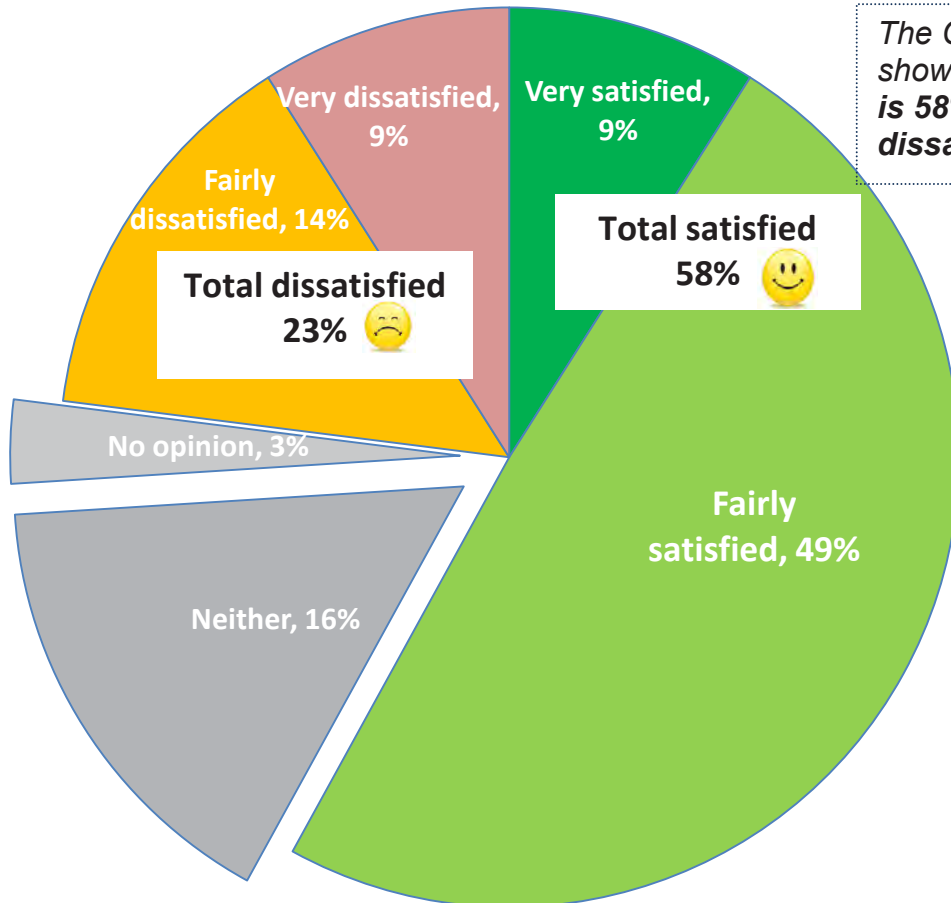
Citizens' Verdict

In March 2014 the Citizens Panel was sent a questionnaire with the following question:-

'Taking everything into account, how satisfied or dissatisfied are you with the services provided by Carmarthenshire County Council overall?'

😊 **58% V 23%** 😞

March 2014 - Responses 376



The Citizens Panel Survey shows that **total satisfaction is 58%** and **total dissatisfaction is 23%**

	a	b	c	d	e	f	g	h	c-h
Citizens Panel	Very satisfied	Fairly satisfied	Total satisfied	Neither	No opinion	Fairly dissatisfied	Very dissatisfied	Total dissatisfied	Net Satisfaction ^{#2}
March 2014 376 responses	9%	49%	58%	16%	3%	14%	9%	23%	35%
April 2012 461 responses	7%	45%	52%	25%	4%	16%	3%	19%	33%
May 2010 538 responses	6%	52%	58%	19%	4%	14%	4%	18%	40%

#1 This survey was not repeated in 2016. As part of its work the National Survey for Wales will be conducting a survey of 600 Carmarthenshire households during 2016/17.

#2 The use of net satisfaction is in line with normal market research practice and the National Survey of Wales approach

#3 Citizens Panel results may be more critical than Resident Survey results. The 2010 Residents Survey showed that 82% of residents were satisfied – the 2010 Citizens Panel results were 58% satisfied, a 24% difference.

Regulators Verdict

Regulators provide an important independent assessment of Councils and their stewardship of public funds



Wales Audit Office - [Corporate Assessment](#) - January 2016

In 2013-14 the Wales Audit Office began a four-year cycle of corporate assessments of improvement authorities in Wales. This means that, in addition to an annual programme of improvement studies and audits of councils' approaches to improvement planning and reporting, each authority receives an in-depth corporate assessment once during a four-year period. In the autumn of 2015 Carmarthenshire was examined and in January 2016 the Wales Audit Office Report was received.

The Auditor General concluded that:

Carmarthenshire County Council, demonstrating ambition in its vision, with collective leadership and more robust and transparent governance, is delivering improved outcomes for its citizens although some out-dated approaches may limit the speed of progress.

Overall the report was very favourable and made no recommendations for improvement. It did make six proposals for improvement and these are addressed in the *Making Better Use of Resources* and *Being a Better Council* sections of this plan.

Wales Audit Office - [Annual Improvement Report](#) - March 2016

The Annual Improvement Report largely repeated the Corporate Assessment findings and added further comments on our Annual Report and Improvement Plan approach:

The combined review of past performance with the actions the Council plans to take next within a single document allows the reader to form a balanced picture of how well the Council is performing. The ARIP is lengthy and detailed and there is also a useful summary, together they provide all the information the reader could need. The ARIP and summary are published in Welsh and English, with appropriate arrangements for publicity. The report is easy to find on the Council's website.

Given this endorsement of our approach, we have decided to repeat the process for 2016/17 with some further improvements.

How we Measure up

When we published the [Corporate Strategy 2015 - 2020](#) we set out the following outcome measures to judge our progress:-

Theme	Outcome Measures	Progress
Making Better Use of Resources	Improved public satisfaction levels with the services provided by the Council	✓
	Reduction in organisational 'running costs'	✓
	Increased on line activity to address public queries and transactions	✓
Building a Better Council	Increasing public communication, consultation and engagement	✓
	Improved staff satisfaction levels	✓
	Reduced staff sickness absence levels	✗
Healthier	Reduction in referrals to adult and children's social services	✓
	Increased availability of rented and affordable homes	✓
	Increased use of leisure facilities	✗
Learning	Improved educational attainment	✓
	Improved school attendance rates	✓
	Reduced number of young people Not in Education, Employment or Training	Year 11 ✗ Year 13 ✓
	Improved condition of schools	✓
Safe	Appropriate support provided to children, young people and families	✓
	Reduction in road casualties	Awaiting result
	Reduction in total recorded crime	✗
	Reduction in anti-social behaviour	✓
Environment	Increased rates of recycling	✓
	Improved digital access	✓
	Improved transport links	✓
	Increased use of renewable energy	✓
Economy	Increased employment	✓
	Reduction in working age population in receipt of out of work benefits	✓
	Increased economic activity and productivity	✓

There is also a **National suite of measures[#]** that all councils in Wales have to collect.

There are two main ways of measuring improvement:-

- Year on year improvement
- How we compare with other Authorities in Wales

Year on year improvement

During 2015/16, **56%** of our measures improved while **24%** have declined and **17%** remained the same; this builds on the improvement achieved in 2014/15 and still remains encouraging in the current climate of reduced budgets. The table below shows year on year results:

Year	Improved	Constant	Declined	Net Improvement (Improved - Declined)
2015/16 [#]	56% (23 measures)	17% (7 measures)	24% (10 measures)	32% [#]
2014/15	56% (24 measures)	14% (6 measures)	30% (13 measures)	26%
2013/14	59% (26 measures)	11% (5 measures)	30% (13 measures)	29%

[#] Please note that there is 1 result still outstanding therefore these figures will require updating

How we compare with other Authorities in Wales

An established way of comparing results is to look at the proportion of indicators that an authority has in the upper quarter of results, the lower quarter and above and below the median result.

The table below shows how our results compare with other Councils in Wales in **2014/15**

****	Upper quartile results	15 Results 36%	60%
***	Upper middle results	10 Results 24%	
**	Lower middle results	7 Results 16%	40%
*	Lower quartile results	10 Results 24%	

For 2014/15 **60%** of our measures are in the upper two quartiles with **40%** in the lower two quartiles compared to approximately 50:50 split for 2013/14, an excellent achievement.

[#] Please see a **list of all measures** in the above tables showing the results and how they have improved, declined or whether they have remained the same in **Appendix A**. This also shows how we compare with other Authorities in Wales but mainly for 2014/15 since the 2015/16 results for all Welsh Authorities will be published by the Local Government Data Unit in September 2016.

Appendix B gives detailed information on each measure with an explanation of performance.

New Legislation

The Well-being of Future Generations (Wales) Act 2015

The Welsh Government has put in place the *Well-being of Future Generations (Wales) Act* as the latest step in the journey to embed sustainable development in the public sector in Wales. The United Nations has highlighted the Act as a groundbreaking piece of legislation and noted its potential in relation to the recently agreed sustainable development global goals.



The Well-being of Future Generations Act requires most public bodies in Wales to carry out sustainable development with the objective of improving the social, economic, environmental and cultural well-being of their area. It places a well-being duty on those public bodies to set and publish objectives designed to maximise their contribution to the seven national well-being goals. They are also required to take all reasonable steps to meet those objectives. This is intended to strengthen sustainable development in these bodies through effective governance. The Act identifies five ways of working which can support the well-being of future generations – integration, collaboration, long term, involvement and prevention.

Public Services Board

The [Well-being of Future Generations Act](#) was passed with the intention of improving the well-being of the people of Wales. The Act outlines how public bodies must work, and work together, to achieve this.

A new Carmarthenshire Public Services Board (PSB) has been set up, (as is required in all the other counties in Wales), and its role is to effectively involve citizens and the local community in making decisions.

The aim is to make a difference to improving social, economic, environmental and cultural well-being in the county.

The new Public Services Board is made up of four statutory organisations:

- [Carmarthenshire County Council](#)
- [Hywel Dda University Health Board](#)
- [Mid and West Wales Fire and Rescue Service](#)
- [Natural Resources Wales](#)

There are also several invited participants including:

- | | |
|--|--|
| <ul style="list-style-type: none"> • Welsh Government • Dyfed Powys Police • Dyfed Powys Police and Crime Commissioner • CAVS • Department for Work and Pensions • Coleg Sir Gâr | <ul style="list-style-type: none"> • University of Wales Trinity Saint David • National Probation Service • Community Rehabilitation Company • Brecon Beacons National Park Authority • Arts Council of Wales |
|--|--|

① [Carmarthenshire Public Services Board](#) newsletter

Publication of the Council's Well-being Objectives

As required in the Well-being of Future Generations (Wales) Act, by March 2017 the Council will publish its *Well-being Objectives* for the year ahead.

The Social Services and Well-being (Wales) Act

The Social Services and Well-being (Wales) Act comes into force from April 2016 and creates a new legal framework for social services. The Act imposes duties on local authorities, health boards and Welsh Ministers that require them to work to promote the well-being of those who need care and support (including carers). In addition to supporting well-being, the Act seeks to put people, partnership and prevention at the centre of service development. Local authorities, health boards and NHS trusts must work more closely together to integrate health and social care. Local authorities will be expected to use assessments of need, undertaken in partnership with health boards, to arrange appropriate preventative services that reduce the need for more formal support in their area.

Outcome A: Making Better Use of Resources...

The Council is facing a period of significant and continued budget cuts and it is more important than ever to ensure that we are making the best use of resources. We will ensure that the organisation is working as efficiently as possible in order to protect and maintain front line services where possible. However, it may not be possible for us to continue doing some of the things we have done in the past and we will work with our communities and stakeholders to find new ways of addressing need where appropriate.



Goals:

- A1 - Improve the management of finances and procurement
- A2 - Improve the management of property
- A3 - Improve services by the use of Information Computer Technology

Our Key Improvement Objective Priority (KIOP) is:

Delivering value for money in providing council services and directing our resources to the top priority front-line services on which many local people depend - taking account of central government budget cuts and their impact

Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Improved public satisfaction levels with the services provided by the Council	✓
Reduction in organisational 'running costs'	✓
Increased on line activity to address public queries and transactions	✓

Our Performance & Results for 15/16 / Improvement Planned for 16/17:

Goal: A1 Improve the management of finances and procurement

Our Review and Evaluation for 2015/16

The challenging financial climate and the tightening of the Public Sector continued to be one of the main focuses with 2015/16. The Budget Preparation for the 2016/19 period presented particular difficulties due to the economic climate and due to the late notification of both the provisional and final settlement from Welsh Government. The Medium Term Financial Plan was approved by Full Council in February 2016, with the Council Tax setting approval on the 10th March 2016.

'The Councils financial management and control arrangements are fit for purpose and are being effectively managed. In Particular budget setting is robust and timely with good Member engagement.'

(Wales Audit Office, Para 37 – Corporate Assessment Report, January 2016)



How did we perform during 2015/16?

- ✓ Closure and Audit of the Authorities Accounts were successfully achieved by the respective dates with the Accounts being closed within budget.
- ✓ Collection rate for Non Domestic Rates slightly improved and was above target, albeit marginally which was pleasing given the financial pressures still faced by many businesses.
 - % of non-domestic rates due for 2015/16 (CFH/008)**
 - Target for 2015/16 - 98%
 - Actual % Collected – 98.4% (0.08 percentage point Improvement against the 2014/15 figure)
- ! Collection rate for Council Tax slipped slightly by 0.47 percentage point. Unfortunately the Recovery Team were affected by a series of issues during 2015/16 adversely affecting the normal recovery schedules. These included delays in recovery exercises during the early part of the year arising from an issue over court costs (following the high profile court case *Rev. Nicholson v Tottenham Magistrates ex parte Haringey LBC*).
 - % of domestic rates due for 2015/16 (CFH/007)**
 - Target for 2015/16 – 97.10%
 - Actual % Collected – 96.63% (Declined by 0.44% against the 2014/15 figure)
- ✓ We have ensured maximum use of Community Benefits in all procurements where such benefit can be realised. We have held 'Introduction to Community Benefits' Supplier Workshops to 24 suppliers and have completed the Community Benefit Measurement Tool for our food contracts (dry goods, frozen food and meat) from our supplier Castell Howell.

**Community benefits—
Delivering maximum
value for the Welsh pound**



For the £6.5 million spend over the 12 month period for every £1 spent in Wales £1.96 was re-invested back into the Welsh economy.

- ✓ Jane Hutt, The Minister for Finance and Government Business set her vision for Public Sector Procurement in Wales, by re-launching the *‘Wales Procurement Policy Statement’* in June 2015. We have progressed the 10 Policy Statement Principles with Key Actions and are in the process of developing a new Procurement Strategy with a cross party of Policy & Resources Scrutiny Members Group to assist in the development of the new strategy.

The policy sets out the procurement practices and the specific actions required of every public sector organisation in Wales.



The Wales Procurement Policy has been developed to support implementation of the recommendations of the McClelland report. It sets out 10 principles and how they will be achieved

(Welsh Government 12th June 2015)

- ✓ The Transform, Innovate and Change (TIC) have helped support 14 projects and reviews over the course of the last year. In total, the team have helped support over 25 projects since the TIC Programme was launched back in 2012



We have always strived to deliver value for money in providing Council services and over the last few years further government budget reductions have made us identify this as one of the Key Improvement Objective Priorities (KIOPs) of the Council.



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)

Deliver value for money in providing council services and directing our resources to the top priority front-line services on which many local people depend - taking account of central government budget cuts and their impact

We made £12.6 Million Savings in 2015/16 whilst directing more resources to front line services, despite the pressures on Council budgets as a whole

In its Annual Improvement Report, March 2016, the Wales Audit Office concluded that :-

'Despite increasing pressure on budgets, performance is continuing to improve across the Council's priority areas and public satisfaction with Council Services is growing'.....Frontline services have been protected, as a result of budget decisions and more efficient ways of working'



Examples of 2015/16 Efficiencies

Fleet Management : £744K Savings

- Changes to the type and work of vehicles operated £322k
- Fleet Procurement £210k savings
- Reduction in expenditure on staff travel £212k

External Correspondence & Printing : £401.4k Savings

- 16 franking machines reduced to 8 £37.4k
- Central printing project with 272 devices installed, a net reduction of 30% of printing devices £200k
- Challenging existing methods of communication and a reduction in 1st class postage £164k

School meals Catering : £24k savings

- Web forms and change of work processes.

Key Measures of Success	2014/15	2015/16	Progress
Efficiencies			
Annual Efficiency Savings	£11.9M	£12.6M	Continued efficiency savings
Rationalise buildings to reduce costs and release assets for disposal to generate capital receipts – to reinvest in new or existing buildings (2.1.2.12)	£6,706,838 Capital receipts	£1,268,589 Capital receipts	Declined
Maximising our own income			
The % of Council Tax collected (CFH/007)	97.06%	96.63%	Declined
Minimising Council Tax Increases			
Band D Council Tax (Council element only excluding precepts)	£1,076.22 (charge for 15/16) a 4.85% increase	£1,117.67 (charge for 16/17) a 3.85% increase	Our % increase is above the average of 3.63% although below the average charge of £1,127.40
Maintaining Front Line Service Performance			
Performance as measured by the performance indicators that all Councils in Wales use	56%	56% (One measure more to be reported)	TBC

Efficiencies Achieved	
2011/12	£10.8M
2012/13	£9.1 M
2013/14	£6.7M
2014/15	£11.9M
2015/16	£12.6M

Why these measures are important

These measures are important to measure where we are as an Authority especially at this time when all authorities across Wales have suffered financial pressures as a result of the recession. We have collected revenues via disposals of buildings and by collecting Council tax and these measures are important to us to monitor on a quarterly basis whether we are on target and if not we can find out why.

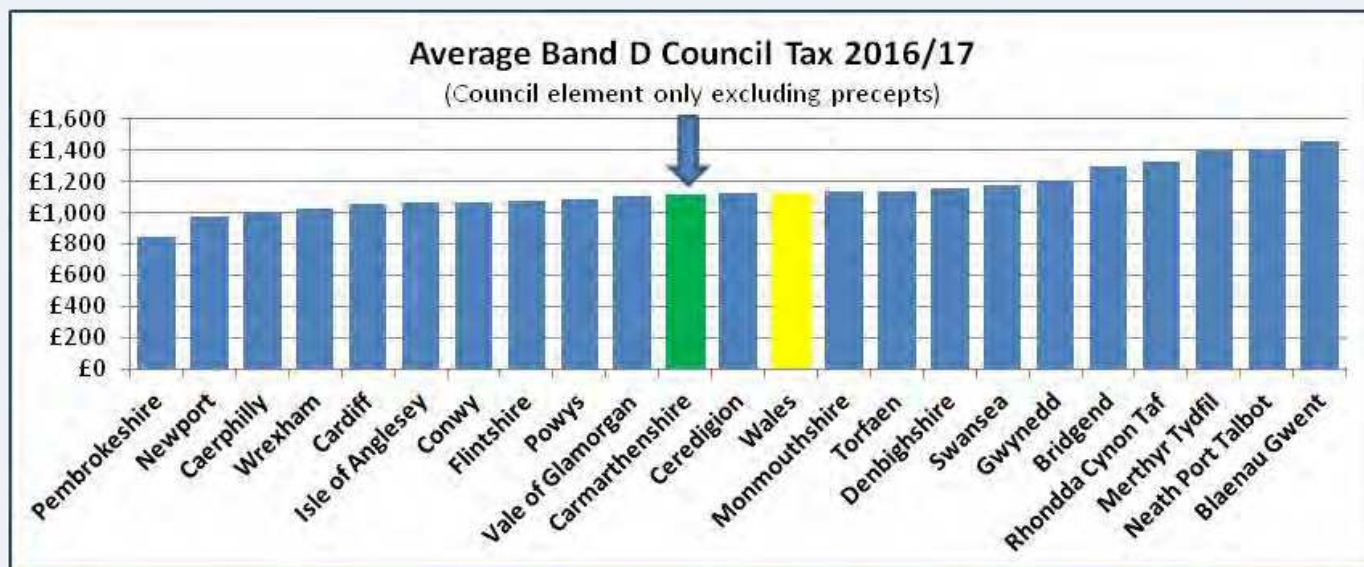
The Wales Audit Office noted in the Annual Improvement Report 2015-16 that ‘According to National Indicators for 2014-15 performance in 60 % of PI’s is above average for Wales compared with 51 per cent the previous year. Over the past year more PIs improved than did not’.

Factors that influence this

At a time of reducing resources it is essential that we have robust plans for delivering our services within our allocated resources, and that we monitor both the spend and performance against targets throughout the year so as to be able to react to any pressures or non-performance and to put in place appropriate measures to address these.

At the same time as delivering on existing budgets, we need to continually review and update our financial outlook forecasts, taking account of the emerging economic and service demand trends, so that we can develop the necessary financial plans for meeting these.

How we compare to others



(Source: StatsWales.gov.uk)

As can be seen from the graph above – our Average Band D Council Tax charge is below the Welsh Average. For Carmarthenshire it is £1,117.67 and the Welsh Average is £1,127.40

What has been going on so far

Budget Consultation:

The settlement provided by Welsh Government has challenged us to make significant cost reductions. In response, we identified proposals for making savings and a consultation exercise was undertaken to elicit views on levels of agreement, possible impacts and ways the impacts could be minimised.

A mixed-method approach to ascertaining views on the 2016-19 budget took place during the period from November 2015, to January 2016. There were 29 proposals (with a total value of £24.2 million) considered by the Council in making its budget for 2016-19.

A series of departmental seminars for all County Councillors took place together with public consultation via online surveys, budget road shows and a 'Question of the week' approach through social media. Information about the budget consultation and ways to become involved was disseminated widely. The issue was highlighted in Carmarthenshire News and weekly bilingual coverage was secured in the Carmarthen Journal and Llanelli Star Newspapers.

In addition, the consultation was publicised through relevant equality groups including Equality Carmarthenshire and the Carmarthenshire Disability Coalition for Action. Community Council involvement was encouraged via a presentation and discussions at the liaison panel meeting and businesses were approached for comment through direct mailing.

Of the 29 proposals:

- 23 were supported
- 4 were not supported
- 1 deferred
- 1 phased introduction approach

In making savings, we are concerned about minimising the impact upon service delivery.

Transformation, Innovation and Change (TIC):

The 'Transform, Innovate and Change' programme was launched in response to the severest of financial challenges, set against a backdrop of rising public expectations, increasing service demands and 'getting better at what we do for less'. Hence the purpose of the team is to help us 'achieve a sustainable financial future through transformation, innovation and change'. The programme is focused on delivering:



- | | |
|--|--|
| ❖ Putting Customers first | ❖ Improving and re-designing services |
| ❖ Challenging existing ways of working | ❖ Reducing waste |
| ❖ Delivering efficiencies | ❖ Facilitating and driving organisational change |
| ❖ Sharing learning and knowledge | ❖ Seeking and exploiting opportunities for collaboration |

The TIC team helped support 15 projects and reviews over the course of the last year, some of which were new projects while others were on-going projects from previous years. A number of large, strategic projects have been added to the programme including agile and mobile working, housing repairs, channel shift and a review of back office functions. In total, the team has helped support over 25 projects since the TIC Programme was first launched back in 2012.

TIC Projects 2015:

- | | | |
|--------------------------------|---------------------|---------------------------------------|
| 1) Careline | 6) Fleet Management | 11) Agile Working |
| 2) Printing and Correspondence | 7) Mobile Working | 12) Enforcement |
| 3) Third Party Spend | 8) Housing Repairs | 13) Health and Safety |
| 4) Procurement | 9) Back Office | 14) Subscriptions |
| 5) Income and Charging | 10) Channel Shift | 15) Special Guardianship Orders (SGO) |

One of the key objectives of the TIC team is to help us deliver cashable efficiency savings as part of our response to the financial challenges that we face in the short, medium and long term.

A key focus of the TIC support provided to service based projects over the last year has been to help those services to deliver efficiencies already identified within the 3 year budget programme. The TIC Programme also aims to support the identification and delivery of new savings, especially in relation to corporate or cross-cutting projects, as this may help to reduce the level of savings required from front-line service budgets in future years.

An exercise to identify the financial benefits arising from the work of the TIC Programme to date indicates that the team has helped to identify, or is helping to deliver, approximately £6.4m of savings.

A number of TIC projects are also demonstrating that it is possible to deliver improvements to the quality and effectiveness of services, while also making those services more efficient. This in turn allow services to maintain or even improve service delivery standards, but still release cashable savings or manage the impact of additional demands being placed on those services.

The focus of the programme is also on supporting cultural and behavioural change by thinking differently, acting differently and therefore delivering differently (i.e. not because ‘we have always done it this way’). The natural and intended consequence of delivering against these principles is eliminating waste and doing more with less.

Last Year

We delivered 4 out of our 6 KIOP commitments last year

Last Year’s Commitments	Progress Comment
We aim to increase the % of Council Tax collected from 97.06% to 97.10% <i>(CFH/007)</i>	✘ We achieved an in year Council Tax Collection Rate of 96.63% with a total of £79,943,360.81. The Council Tax collection rate slipped slightly by 0.47% due to the recovery team being affected by a series of issues during 2015/16 adversely affecting the normal recovery schedules.
We will continue rationalising buildings to reduce costs and release assets for disposal to fund capital improvements by achieving 100% performance against the target to generate non-housing capital receipts of £1,698,000 <i>(2.1.2.12)</i>	✘ We have generated £1,268,589 non-housing capital receipts during 2015/16 which equates to 74.71% of our target. The shortfall is mainly due to a large payment received in 2014/15 which resulted in a significant over-achievement of the target for that year. This was, in part, advance payment which has contributed to a reduction in receipts in the 2015/16 year. A number of sales have also been delayed and slipped into the 2016/17 year.
We will ensure maximum use of Community Benefits in all procurements where such benefit can be realised and report those benefits on all contracts over £1m <i>(11645)</i>	✔ We have held ‘Introduction to Community Benefits’ supplier workshops, we have completed the Community Benefits measurement tool for our food contracts (dry goods, frozen food & meat), we have also agreed a standard proforma template for the recording of Community Benefits for every construction project working with the South West Regional Construction (SWWRCF).

<p>The TIC team will develop a balanced work programme to ensure that TIC can support and promote long term sustainable change and improvement, whilst also recognising the need to focus on meeting the financial challenges in the short term/medium term. (11646)</p>	<p>✓ The TIC team helped support 15 projects and reviews over the course of the last year, some of which were new projects while others were on-going projects from previous years. A number of large strategic projects have been added to the programme including agile and mobile working, housing repairs, channel shift and a review of back office functions. In total, the team has helped support over 25 projects since the TIC Programme was first launched back in 2012, and these projects have helped to identify/and or deliver over £6m of efficiency savings.</p>
<p>The TIC Team will develop L&D programmes to ensure that managers and staff have the necessary skills to manage and support change and transformation across the organisation. (11647)</p>	<p>✓ As part of the further roll out of the TIC/continuous improvement agenda across the organisation, colleagues in Learning and Development were able to arrange for the highly regarded 'Continuous Improvement – Practitioner' course to be delivered here in the Council. This opportunity was offered to members of the wider TIC team, and to colleagues in departments who have participated in TIC projects over the last few years. In total, 16 members of staff are participating in this pilot course, which we are then hoping to roll out across the organisation. As part of the course, participants are able to develop a range of skills and knowledge in relation to continuous improvement, and are then offered the opportunity to apply these skills in the workplace through completion of a specific project.</p>
<p>We will continue the implementation of the Council's Office Accommodation Strategy, through reducing the number of buildings and the cost of managing the portfolio by further reducing the amount of office space from 30,522 sq m to 29,431 sq m (for 15/16) and from 34,462 sq m overall. (10861)</p>	<p>✓ The Council has vacated several administrative properties throughout the year including No's 1, 2 and 40 Spilman Street together with offices at Priory Street and West End Llanelli. Since the last report the Council has relocated staff from Crown Precinct to Ty Elwyn in Llanelli by making better use of the space available. This has allowed the Council to exceed the target reduction (29,431 sqm). The current office space amounts to 28,927 sqm representing a reduction in the region of 16% in comparison with the baseline (34,462 sqm)</p>

Is anyone better off?

IT Technology has arrived at school kitchens

The Transform, Innovate and Change (TIC) programme have been investigating projects to deliver improvements to the quality and effectiveness of services, while also making those services more efficient. One of these projects was for the submission of weekly school meals data from school kitchens to the Catering Management Team which was evaluated to have clear efficiency benefits, and proposed an alternative agile working approach using Wi-Fi hotspots recently installed into all Carmarthenshire Schools instead of paper returns and forms.

A web-form was created to replace the paper form, performing all calculations and verification before submission. In June 2015 tablet devices were provided for 2 schools to trial until the end of term. Immediate efficiencies were realised with returns being received promptly, returns were accurate and complete so no checking required, failed verification addressed at source and managers could retrieve summary reports.

A further 6 kitchens were added to the trial and the scope of the project was expanded to include: Timesheets, E-Banking, Kitchen supplier invoices, Food ordering, Electronic staff newsletters, E-learning courses and On-line payments for schools.

In February 2016 laptops were ordered for each primary school kitchen in the County. Electronic submissions make the process easy and accurate for kitchen staff, with significant time savings for the central team. The decision to invest in laptops for each kitchen will remove

far more manual intervention through direct input and assured accuracy of electronic system. The removal of back office processes and reallocation of duties have delivered an annual saving of £24,000 and better utilisation of resources for value added work.

How we plan to achieve the KIOP this year

What we will improve & how we will measure success

We aim to increase the % of Council Tax collected from 96.63% to 97.00% [\(CFH/007\)](#)

We will continue rationalising buildings to reduce costs and release assets for disposal to fund capital improvements by achieving 100% performance against the target to generate non-housing capital receipts of £2,620,000 [\(2.1.2.12\)](#)

We will improve financial reporting by :

- developing clearer links between financial and service performance including developing joint financial and performance reports to Members. [\(11987\)](#)
- monitoring and reporting on individual savings targets to ensure that areas of over and under achievement are explicitly identified enabling effective challenge, remedial action and sharing of good practice. [\(11974\)](#)
- Providing sufficient information on reserves and a clear audit trail for decisions regarding reserves. [\(11975\)](#)
- Liaising with Members to ensure financial information is appropriate to their needs. [\(11976\)](#) [\(Proposals for Improvement Action\)](#)

We will continue to implement a balanced work programme to ensure that the 'Transform, Innovate and Change' (TIC) programme can support and promote longer term, sustainable change and improvement, whilst also recognising the need to focus on meeting the financial challenges in the short term/medium term. [\(11977\)](#)

We will ensure the maximum use of Community Benefits in all procurements where such benefit can be realised and report those benefits on all contracts over £1m. [\(11978\)](#)

 Other sources of information [Budget Digest](#) [Budget Digest](#) [Statement of Accounts](#) [Statement of Accounts](#)

Improvements for 2016/17

1. We aim to collect at least 98.4% of non-domestic rates during 2016/17 [\(CFH/008\)](#)
2. We aim to strengthen procurement arrangements by :
 - Reviewing the reasons for non-compliance with procedures and taking corrective action to prevent these re-occurring. [\(P2.4.1\)\(11980\)](#)
 - Further develop the e-tender Wales Bravo solutions software for Contracts and Tender registers. [\(P2.4.2\)\(11981\)](#)
 - Establishing, maintaining and regularly reporting to Audit Committee a list of single tender actions [\(P2.4.3\)\(11982\)](#)
 - Reviewing the differences in the use of the Council's framework contracts to drive a more consistent process going forward. [\(P2.4.4\) \(11983\)](#)
3. We will further develop mechanisms to share good practice and learning with other public sector partners as part of the Transformation, Innovative and Change (TIC) programme. [\(11984\)](#)
4. We will develop more explicit links between the medium term financial plan (MTFP) and the Council's improvement planning, detailing the impact that financial constraints are having on outcomes for citizens. [\(P2.1\)\(11985\)](#)
5. We will develop and utilise benchmarking and Value for Money Indicators in budget setting to better inform decisions and allow for further debate and challenge of existing costs and potentially identify further efficiency savings. [\(P2.2\)\(11986\)](#)

Goal: A2 Improve the management of property**Our Review and Evaluation for 2015/16**

Improving the management of property is a key area for the Authority and we have focused on managing and making the best use of the Council's property and assets with a focus on rationalising office accommodation and sharing with other partners as well as facilitating community ownership of assets for community benefit.

Our Community Asset Transfer Procedures have been used to assist with the development of the Welsh Governments Community Asset Transfer Guidance and our Officers formed part of the Welsh Governments Working Group on Asset Transfer.

The appointed Auditor reported that:

"The Councils approach to asset valuations needs to improve"
"The Councils ability to effectively manage its asset base is currently being hammered by a number of factors"
 (Wales Audit Office, [Annual Improvement Report March 2016](#))



We became the first Local Authority in the UK to map all its assets via the national ePIMS system and we have been working with all other public sector bodies to use the system to encourage sharing of data and identification of collaborative opportunities. The project was selected as one of the 9 Partnership Projects by the Welsh Governments National Assets Working Group (NAWG). This involves looking at all the property that we and other partners own and looking at the potential to either sell off surplus land, co-locate staff and services and also the potential to transfer property/land to community groups/charities. This work has since been expanded and adopted as an efficiency workstream by the Carmarthenshire Local Service Board and is to be taken forward in 2016/17 by the new Public Service Board.

Occupation of let retail, industrial and agricultural property remains high, despite difficult economic conditions and gross income received continues to be in excess of £3m per annum. Marketing of vacant stalls and shops in Carmarthen and Llanelli Provisions Markets has seen increasing interest, with competing offers for vacant stalls and shops. Both indoor markets are now nearing 100% occupation for the first time in many years.

**How did we perform during 2015/16?**

- ✓ We have continued the implementation of the Councils Office Accommodation Strategy, through reducing the number of buildings and the cost of managing the portfolio by further reducing the amount of space from 34,462 sqm in 1012/13 to 28,927 sqm in 2015/16. This represents a reduction of approximately 16% over the past 4 years.
- ✓ Occupation of the Council's 400 industrial units continues to be high (around 96%) and accommodate approximately 2,000 jobs. There is an increasing turnover of tenants particularly at the smaller units, where the turnover of tenants has increased over the last 12 months.
- ✓ We have commenced the mechanical and electrical upgrade at Llanelli Market and the completion date is planned for June 2016.

- ! Rent arrears across the portfolios continue to be challenging, with a limited number of businesses struggling to meet their financial commitments. The level of debt, however, remains within target levels.
- ✓ Following the successful completion of Primary School surveys in 2014-15 for Education purposes, the exercise expanded to include Secondary school and Special Schools where the Property Records Team co-ordinated site surveys and produced updated floor plans to further enhance records for asset management functions.
- ✗ The property market continues to be weak in some areas and, as a result, it can take increasing time for disposals to complete as purchasers seek to delay completion dates to defer capital outlay. Receipts of **£1.269 million** were generated from sales of surplus property; achieving capital receipts remains a challenge in the current climate.

How do we know we made a difference? / Is anyone better off?

Work has started on investment of almost **£1million** in Llanelli Market and its Precincts and includes improvements to the fire alarm, ventilation system and mains electrics and public wifi within the Market Hall and Stepney/Market/ Cowell Precincts. The Market and Precincts remain open and business continues as usual as the improvement work is done out of hours by local contractors Lloyd & Gravell.



Llanelli Market and Precincts are owned and managed by Carmarthenshire County Council. Executive board member for resources, Cllr David Jenkins, said:

“Shoppers can be reassured that the market is open and businesses are trading as usual during this time. Understandably there will be some disruption to shoppers and traders, but this will be kept to a minimum as contractors undertake the work outside of opening hours.”

This investment will secure the long term future for the market, which provides a large retail environment within the town. It will also safeguard around 73 individual businesses and 210 jobs.

Improvements for 2016/17

1. We will strengthen the service level asset management plans and improve links between these plans and the overarching corporate asset management plan. WAO Corporate Assessment Proposal for Improvement P4.1 [\(11988\)](#)
2. We will report progress against the corporate asset management plan and the office accommodation strategy to Members quarterly. WAO Corporate Assessment Proposal for Improvement P4.2 [\(11979\)](#)
3. We will continue to develop a strategic approach to Asset Management throughout the organisation by:
 - Adopting a new Asset Management Plan for 2016-2019. [\(11989\)](#)
 - Continuing to work with Town and Community Councils and Third Sector organisations on asset transfer to facilitate local ownership of assets. [\(11990\)](#)
4. We will continue to work towards sharing accommodation with partner organisations where possible to provide savings and a multi-agency approach to public service delivery. [\(11991\)](#)
5. We will continue to improve the management of the Council’s property portfolios by continuing the implementation of the Councils Office Accommodation Strategy and Agile Working principles which aims to reduce the number of buildings and increase the efficiency of the portfolio [\(11992\)](#)

Goal: A3 Improve services by the use of Information Computer Technology

Our Review and Evaluation for 2015/16

Wales Audit Office in its *Corporate Assessment Report* identified:-

'...resolve the apparent disconnect between the business and the ICT Service and take appropriate account of business needs'

(Wales Audit Office, Proposal for Improvement 5 – Corporate Assessment Report, January 2016)



And,

'ICT Infrastructures have not been able to effectively support Agile Working'

(Wales Audit Office, para 66 – Corporate Assessment Report, January 2016)



To address the shortcomings in the ICT Service, a new Head of ICT was recruited in September 2015 as a joint arrangement with Pembrokeshire County Council.

We have implemented a Corporate Managed Printing Service which will help deliver costsavings, reduce risk in inadvertent disclosure of sensitive information and better managed print volumes.

Implementing a Managed Print Service will deliver:

- Secure printing across all devices
- Reduction in inadvertent disclosure of sensitive information
- Follow me printing'
- Reduction in cost
- Reduction in CO2 emission
- Reduced number of printers



We have supported the development of Channel Shift and Self Service to deliver online services and increase the adoption of on-line payments. Over the past year many transactional services have been developed which are available to the public via the corporate website and i-Local sites as part of the 'Do it Online' Campaign these include:

- Bulky Waste Collections (appointments and online payments)
- Payments of Parking Fines (on-line payments)
- Fast Track Renewal for Residents Parking Permits (online payments)
- Recycling Items Ordering



That you would like to be able to make card payments at The Hub in Llanelli

Self service payment kiosks will be installed in The Hub during 2016/17, enabling customers to make card (and cash) payments.

How did we perform during 2015/16?

- ✓ Webcasting is now undertaken at key Council meetings including Full County Council and Executive Board.
- ✓ We have continued to improve service delivery to schools by
 - Implementing an appropriate web filtering system in all schools
 - All Schools in Carmarthenshire now have Wi-Fi Networks installed
 - Multi-occupant Wi-Fi Networks are available in all schools
 - Work is underway for each school pupil to have a consistent digital learning experience. This be achieved utilising the HWB national online learning platform delivered from Welsh Government.
- ! A Channel Shift/Agile/Mobile Project has been established and 6 priorities to be targeted has been established which include:
 - Developing a 'My Account'
 - Maximising use of e-forms and automation of Business Processes
 - Maximising use of SMS Text Messaging
 - Automated call handling (e.g.) switchboard type calls or automated telephone payments
 - Avoidable Contacts. Minimising waste contacts
 - Publicity and promotion (externally and internally)

Work has already commenced on some of the 6 priorities with further work carrying on into the 2016/17 work programme.

- ✓ We have 165 wireless access points in key buildings and meeting rooms throughout the County, contributing to the agile/mobile working agenda.
- ✓ 'Skype for Business' is now being rolled out and has been piloted with over 400 officers and is currently deployed to over 1000 members of staff, with complete roll out to be achieved in early 2016/17. This can be used for instant messaging, voice calls and video conferencing. This will reduce the requirement to travel to meetings etc and can also be used with other organisations. Carmarthenshire has already federated with Pembrokeshire, Ceredigion, Neath Port Talbot and Powys Councils.

We have been focusing on :

- Ensuring that ICT Services acts as an enabler and vehicle for transforming the way services across the authority are delivered to the citizen.
- Working in collaboration with other organisations to identify areas for shared services and economies of scale to reduce running costs. A review is currently being undertaken as to whether Carmarthenshire and Pembrokeshire ICT Services are combined into one single shared service.
- 'Increasing public communication, consultation and engagement' by further developing approaches to engaging and communicating with our residents and stakeholders including increased use of digital technologies
- Launched the *Modern.gov* system in conjunction with Democratic Services to facilitate paperless meetings and increase transparency through improved public accessibility to meeting agenda, minutes and reports
- Designed, implemented and deployed Smartphone, Tablet and Mobile Device Management solutions to enable customers to access key online services and staff to synchronise desktop working programmes with mobile devices, facilitating improved agile/mobile working

- Improving digital inclusion within the County by ensuring access to IT equipment, developing digital literacy and supporting connectivity for Communities.
- Improving the communication network to support further economic development and connectivity

How do we know we made a difference? / Is anyone better off?

A State of the Art Library for Ammanford

Ammanford Library is to have a new look and extra services. A host of improvements are planned such as self service Radio Frequency Identification (RFID) machines, with a large number of new books added to stock and new DVDs and CDs. Borrowers will also have free access to the world's largest online newsstand – Zinio which hosts a collection of popular titles with no holds, no checkout periods, and no limit to the number of magazines downloaded.



In addition there will be a new adult lending library, IT facilities, a gallery suitable for exhibitions and conferences, as well as a teenage zone, children's library and meeting rooms. The revamp will enhance the library as a community, learning and cultural hub for the town and its surrounding area

The council's senior cultural services manager, Jane Davies said: *"This is a really exciting project and we're delighted that we are in a position to provide our customers with a state of the art service they deserve."*

Improvements for 2016/17

1. We will ensure that the ICT Work Streams resolve the apparent disconnect between the business and the ICT Service :
 - Establish an ICT steering group with representation from all service departments (11993)
 - The production of a joint business focused Digital Strategy across Carmarthenshire and Pembrokeshire County Councils Proposals for Improvement Action (11994)
2. We will increase opportunities for customers to access Council services via digital technologies
 - Complete development of 'My Account' (11995)
 - Promote use of e-forms to services (11996)
3. We will ensure technologies and systems are robust and effective in meeting business and customer needs.
 - Continue roll out of Office 2013 and Skype for business across CCC (11997)
 - Migrating schools to new HWB online learning platform (11998)
4. Simplify, rationalise and streamline processes, procedures and technology to ensure we are delivering the best service possible.
 - Consolidate technologies within the data centre environment. (11999)
 - Improve access to self service options online (12000)

Outcome B: Building a Better Council...

The Council has always worked towards building a better Carmarthenshire and has a proven track record of delivery. However, the way that public services are provided is changing and as a Council we need to respond and adapt to these changes in order to ensure we can support the needs of our residents in the future



Goals:

- B1- Openness, trust, honesty, integrity
- B2 - Putting customers first
- B3 - Listening and delivering on promises
- B4 - Working in partnership
- B5 - Valuing our staff
- B6 - Ensuring equality of opportunity
- B7 - Improving our services

Our Key Improvement Objective Priority (KIOP) is:

We will review governance, decision making, openness & transparency

Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Increasing public communication, consultation and engagement	✓
Improved staff satisfaction levels	✓
Reduced staff sickness absence levels	✗

Core Values

We are making every effort to secure a more efficient, ethical, transparent and accountable local government that supports and enhances public participation and democracy.

We have always worked towards building a better Carmarthenshire and have a proven track record of delivery. However, the way that public services are provided is changing and as a Council we need to respond and adapt to these changes in order to ensure we can support the needs of our residents in the future.

In building a better Carmarthenshire it is important that our actions are built upon a foundation of core values and principles that act as a guide for our initiative and enterprise:-



B1 - Openness, trust, honesty and integrity

In the National Survey for Wales in June 2015, **42%** of citizens in Carmarthenshire say that *the council is good at letting people know how it is performing* – (39% disagreed). This is the **7th** best result in Wales (the best result was 51%) and our result was one place higher than the previous year

One of our Key Improvement Objective Priorities in 2015/16 was to review governance, decision making, openness & transparency.



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)

We will review governance, decision making, openness & transparency

The Council is improving the transparency of its governance arrangements

In the Autumn of 2015 the Wales Audit Office undertook a [Corporate Assessment](#) of the Council. This was a part of a four year cycle of Corporate Assessments for all Council's in Wales. It found that:-

'The Council has made good progress in establishing improved governance arrangements which are now more robust and transparent, although there are opportunities for further improvements to enable Members to be more effective in their roles'

- We commissioned a Welsh Local Government Association peer review of governance matters in 2014 and the report received was examined in depth by members and its 39 recommendations were considered by a Constitutional Review Working Group of members.
- The County Council considered the Constitutional Review Working Group's (CRWG) report at its meeting of 17th June 2015, and the recommendations accepted by them were drafted into the Constitution and approved by County Council on the 9th September 2015.
- The amended Constitution is now on-line. The Constitution is a living document. CRWG continues in existence and will be periodically meeting to consider any other amendments which may be needed to the Constitution

The Wales Audit Office recognised the following changes in particular:-

- 1) Webcasting of Council, Executive Board and Planning Committee meetings
- 2) Introducing a standing item on Council, Executive Board and Scrutiny Committee meetings for public and councillor questions; and
- 3) Revising its call-in procedure to enable any three Members of the Council to call in a decision of the Executive.

Is anyone better off?

During the year, some of the agendas of Council business have been freed up so that Councillors get to see more presentations and discussions on various different topics, some of which were:-

9 th June 2015	Presentation – National Botanic Garden of Wales.
9 th September 2015	Presentation - BT Superfast Broadband
10 th February 2016	Welsh Water Rainscape Project

Further Improvement

There are opportunities for further improvement to enable members to be more effective in their roles as identified in the WAO Corporate Assessment. Therefore, it will continue as a KIOP in 2016/17, but with more emphasis on it being kept under review by the Constitutional Review Working Group.

2016/17 KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP) ACTION PLAN:-

We will continue to improve governance, decision making, openness & transparency and keep under review by the Constitutional Review Working Group

What we will improve & how we will measure success	2016/17 Target
We will ensure all Committees have an up to date Forward Work Programme and have Regular reviews. (12001) <i>Wales Audit Office – Corporate Assessment Proposal for Improvement- P1.1</i>	Mar 17
We will publish a Register of Delegated Decisions (12002) <i>Wales Audit Office – Corporate Assessment Proposal for Improvement- P1.2</i>	Mar 17
We will ensure that relevant Member Development Plans are in place which will identify learning needs to assist with the Councillor function. (12003) <i>Wales Audit Office – Corporate Assessment Proposal for Improvement- P1.3</i>	Mar 17
We will review the remit of Audit Committee to make sure it is delivering what is expected of it.(12004) <i>Wales Audit Office – Corporate Assessment Proposal for Improvement- P1.4</i>	Mar 17
We will conduct a sample survey of members to see if there has been an improvement in the information they receive on works or developments being made in their wards. (In particular, as a result of members feedback received in KIOP workshops).(12005)	Mar 17
We will produce a <i>Made Simple Guide</i> to the Constitution for both members and the public (12006)	Mar 17
We will continue to review any opportunity to improve the openness and transparency of the Council via the Constitutional Review Working Group and implement any agreed recommendations made by the group who will continue to meet annually (12007)	Mar 17
We will incorporate into the Constitution any new provisions which are within the Local Government Wales Act via the Constitutional Review Working Group (12008)	Mar 17
We will reflect any requirements of the Well-being of Future Generations Act into the Council process (12009)	Mar 17

- ✓ We continue to work with Elected Members to facilitate and support the production of their Annual Reports. In forthcoming legislation it is likely that the production of Annual Reports by Elected Members will become mandatory.
- ✓ We have also undergone an assessment by the Wales Audit Office of our Transform, Innovate and Change programme, the assessment found that:
“Transform, Innovate and Change (TIC) has robust governance, clear objectives and is contributing to better outcomes and financial savings.....” and “The TIC programme is helping to deliver improved outcomes for citizens, more efficient services and financial savings”

Improvements for 2016/17

1. We will ensure the Council is fully engaged in the development of the new Local Government (Wales) Bill (12010)
2. We will establish a robust Information Asset Risk register for the Council to ensure a strong information governance culture across the Council (12011)
3. We will continue to try and respond to Freedom of Information Act (FOIA) requests within the Statutory deadline – however the emphasis will continue to be on good and adequate replies (2.1.1.17)

B2 - Putting customers first

The challenging budget reductions and the availability of new technology have prompted changes to the way we deal with customers, the pressure has been on to innovate, collaborate and save. The following achievements throughout the year have all been focused on delivering a better service at a better cost.

- ✓ We have explored with Elected Members the opportunities for improving convenience for customers in service delivery at Customer Service Centres. Two Elected Member workshops were held during the year (24 March and 6 October 2015) to discuss future options for changes. It was generally accepted, by Elected Members, that modern technology should be used where this can improve service delivery (i.e. often quicker and accessible 24/7), but that the needs of vulnerable and elderly customers must be fully met.
- ✓ Working in conjunction with other parts of the organisation, Customer Services have been successful in slowly reducing the volume of contacts being received from customers. This is vital in order to ensure we can handle contact with customers with fewer staff in the future. Across the Contact Centre and the Customer Service Centres there has been a steady decline at around an average of 5% per year over the last few years.

- ✓ The customer contact results for 2015/16, show a decrease in telephone calls by just under 4%, and face to face contacts by around 11% (F2F)



- ✓ We successfully moved the location of the Llanelli CSC to more town-central premises, co-located with the Un Sir Gâr service. This was on a trial basis initially, but following consultation with visiting customers during August 2015, two thirds expressed a preference for the new location. We therefore took the decision to stay there permanently. We are now addressing the concerns of the remaining third of customers who preferred the previous venue.
- ✓ We continue to encourage the shift of customers accessing Council services online. From the launch of our i-Local **doitonline** website in April 2015 there have been:-



EICH CYNGOR arleinamdani
www.sirgar.gov.uk
YOUR COUNCIL doitonline
www.carmarthenshire.gov.uk

- 882,669 visitor sessions to the Carmarthenshire County Council website and 2,576,474 page views
- 165,730 visitor sessions to iLocal and 383,458 page views. 130,858 My House hits with people checking bin collections - which peak during bank holidays

- 1,339 people have signed up for alerts which keep citizens up to date with any changes to council services

Improvements for 2016/17

1. We will keep the average speed (seconds) to answer calls to the Contact Centre to below 25 seconds (2.2.2.20)
2. We will facilitate and promote a channel shift to enable customers to manage their own interactions with the Council. This will include the development of 'My Account' on the Council website to specifically encourage more online take up of services including increased use of text messaging to customers with localised alerts, confirmation and reminders for all appointments, and automated call handling for simpler enquiries. (12012)
3. We will promote the 15 year Regeneration Plan in partnership with local media, and via web and social media platform. (12013)
4. We will raise further awareness of the Do It Online campaign to encourage more people to interact via the website. (12014)

B3 - Listening and delivering on promises

In the [Corporate Assessment](#) of the Council by the Wales Audit Office some of the findings were:-

'The Council has a good understanding of the local context in which it operates, informed by a Joint Strategic Needs Assessment and a good track record of effective community and stakeholder engagement. This includes the Citizens Panel, national and local customer satisfaction surveys, 50+ Forum surveys, tenant engagement and budget consultation road shows.' Corporate Assessment para 13



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU

'The Council undertakes extensive consultation on the budget savings proposals and comprehensive and reasonable planning assumptions have been made in identifying the Council's budget shortfall for 2015-16. In addition, the Council has used a range of scenarios and sensitive analysis to model projections for budget shortfalls for the period 2016-17 to 2018-19'

Corporate Assessment para 36

Increased public communication, consultation and engagement during the year:-

Through our website a number of significant consultation and engagement exercises have been undertaken during 2015-16, the results of which are helping to inform our work:-

- **Rural poverty study** – this involved data analysis of over 1,000 survey responses and an engagement event. The survey was sent to the 39 Wards identified as rural in the Rural Development Plan. The research, consultation and engagement information was brought together into a report which has been used by Grŵp Cefn Gwlad in for determining funding priorities for its programme in rural Carmarthenshire.
- **Strategic Equality Plan** this was approached collaboratively on a regional Dyfed Powys basis, involving 10 other public sector organisations, including respective councils, health boards, Wales Ambulance Trust, police, fire service, Pembrokeshire National Park and further education colleges. The exercise attracted 774 survey responses and an engagement event was held in each of the four council areas. The engagement activity ensured that this key strategic document had considerable public input.
- The consultation on the **Council's budget** involved a survey, road show events and the use of 'question of the week' through social media. An innovative approach was taken to youth engagement through holding an 'Insight' session for 6th form students from Carmarthenshire's schools. The session was structured so that the students formed 'executive boards' which were tasked with making decisions on which savings proposals to support.
- Some examples of further engagement work undertaken during the year included: Carmarthenshire as a tourism destination (649 responses); and the 'getting more people more active, more often' leisure survey (500 responses).
- Our **commitment to Affordable Homes** and the associated delivery plan which was developed on the basis of the consultation undertaken during the year, involved events and a survey that attracted 780 responses. This engagement led directly to the formulation of the five guiding priorities contained in one of our KIOPs for 16/17 (see Section C5)



That, although very helpful, members of staff within the Contact Centre and Customer Service Centres could build on their wide knowledge base and increase their expertise in some areas

Staff receive regular ongoing training and awareness sessions to remain up to date and knowledgeable on council services.

! During the year consideration has been given to the introduction of electronic petitions – however, we have been unable to introduce this facility on our *modern.gov* management system as we had hoped, due to the system’s inability to provide the facility bilingually. In the meantime, we have a facility for petitions to be completed in writing and we are exploring with our in-house IT service to see whether a bespoke in-house facility can be developed.

✓ In the National Survey for Wales study 2014/15 the statement “*I can influence decisions affecting my local area*” Carmarthenshire was ranked 9th with a result of 21%, an improvement from the previous result of 15% and ranked 18th.

How our results rank with the other 22 Councils in Wales:-

National Survey for Wales 2014-15																						
“I can influence decisions affecting my local area”																						
Results ranking	Worst results in Wales											Best results in Wales										
	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
2014/15														21%								25%

Our result for 2013/14:

Was 15%

[National Survey for Wales 2014-15](#)

Improvements for 2016/17

1. We will further develop the Council’s consultation and engagement approaches in line with the new Communication Strategy. (12015)
2. We will develop methodology and support the implementation of the consultation and engagement approach for the three counties well-being assessment which is required by the Public Services Board. (12016)
3. We will support the development of the Public Services Board Consultation and engagement strategy. (12017)
4. We will seek to improve current voter registration levels by pro-actively promoting the message of how important it is to “Have Your Say”. (12018)

B4 - Working in partnership

The Wales Audit Office Corporate Assessment found that “*The Council has a long, well-established and robust approach to partnership working that is improving outcomes for its citizens*”



The Corporate Assessment also mentions:-

“*The partnership with Hywel Dda University Health Board (HDUHB) is particularly strong, collaboration has become ‘mainstreamed’ into the working relationship between the two organisations with a number of joint posts in place.*” and

“*... Both the Council and the HDUHB are working on more complex aspects of partnership working such as shared strategies, a joint commissioning hub and pooled budgets, which they both acknowledge as being critical to drive further integration, efficiencies and better outcomes for citizens.*”

Corporate Assessment June 2015 para 80

To monitor the success of thinking and acting together as a partnership we set ourselves **45 Population Indicators** to gauge whether we were :-

‘*Enabling people to live healthy and fulfilled lives by working together to build strong, bilingual and sustainable communities.*’ (Our Vision as a partnership)

Partnership population indicators 2014/15 (to measure the impact of public sector collaboration)

44 [#]	Improved	Constant	Declined	Net Improvement
Number	23	4	17	
Percentage	52%	9%	39%	13%

‘Continuous Service Improvement’ (CSI) can be measured on 44 of these

For further information please see [Integrated Community Strategy - Population Indicator report 2014/15](#). These measures will be updated and published as part of the Integrated Community Strategy Annual Report in Autumn 2016

- ✓ During the year we undertook a full review of the Local Service Board and supporting partnerships. The Partnership review report was presented to the July 2015 LSB meeting. There has been Agreement in principle on the way forward, with further work to be undertaken to prepare Terms of Reference, in line with requirements of the Well-being of Future Generations (Wales) Act 2015. Draft guidance on the requirements of the Act were published in September 2015 and these will be taken forward formally from April 2016 onwards.

Improvements for 2016/17

1. We will introduce the new Public Services Board (PSB) and partnership arrangements with the development of a new website and communication arrangements. (12019)
2. We will assist with our collaborative communication and create a new communications group that will deliver the bi-annual Carms News and the new Public Services Board (PSB) website and e-alerts. (12020)
3. We will support the development of the Wellbeing Assessment working in partnership with colleagues within the Council as well as colleagues from Ceredigion, Pembrokeshire and other Public Services Board Partners. (12021)
4. We will establish and facilitate the new Public Services Board and partnership arrangements including the development of the new website and communication arrangements. (12022)

B5 - Valuing our staff





**BUDDSODDWR
MEWN POBL** | **INVESTORS
IN PEOPLE**

We successfully completed the *Investors in People* review, which was extremely positive and demonstrated clear progress in terms of people management across the Council, with some aspects being identified as 'High Performing'. Staff interviews showed high levels of **staff satisfaction**.

The Work Ready Programme gained further funding in April 2015, which has enabled the recruitment of 10 new apprentices and 8 graduates across all departments, with a diverse range of roles, including trainee accountant, trainee solicitor, building cadet, business administration apprentice and trainee park ranger.

- ✓ The Wales Audit Office Corporate Assessment found that:
 - “The Council’s approach to people management is working well”
 - “The Learning & Development business unit has completed a great deal of effective work to develop the council’s workforce.....”
 - The Council is successfully implementing initiatives in a number of areas to increase people capability and to achieve the Council’s People Strategy goal.
- ✓ We refreshed our Core Values by listening to over 300 voices, which included members of staff, councillors, senior management and Trades Unions.
- ✓ We backed the “Time to Change” campaign (an anti-stigma campaign in relation to mental health illness) by signing the “Pledge” to challenge mental health stigma and discrimination in the work place.

let's end mental health discrimination


rhwynddodol ar wahaniantu ar safon ierchyd meddwl

- ✓ A Council-wide Language Skills Audit was launched at the end of 2015/16 - these results will be used to inform how we support staff to develop their language skills.
- ✓ We have provided learning opportunities to over 4,200 members of staff and introduced initiatives such as the *Future Leaders Programme*.
- ✗ There was a slight increase in our **sickness absence levels** from 9.6 to **10.1 days**. We will continue to focus on supporting our staff, alongside promoting robust sickness absence management within departments.

Improvements for 2016/17

1. We will continue to promote and develop the Helping People to Perform (HPP) process this year and increase the % HPP's carried out from 86% to 88%. (1.3.2.11a)
2. We will reduce the number of working days/shifts per full time equivalent (FTE) local authority employee lost due to sickness absence from 10.1 days to 9.6 days. (CHR/002)
3. We will ensure that the % of employees (including teachers and school based staff) who leave the employment of the local authority, whether on a voluntary or involuntary basis does not exceed 7%. (CHR/001)
4. We will work towards maintaining the Welsh Government Corporate Health Standard, Platinum award. (12027)
5. We will develop an overarching behaviour statement aligned to our newly developed core values to ensure employees and managers appreciate and understand the Equality Duty and how it relates to their role in our organisation (SEPA). (12028)

6. We will support the organisation to workforce plan effectively and develop a strategic workforce plan for the Council. (12029)
7. We will develop an integrated programme of Welsh Language development for our employees (SEPA). (12030)
8. We will undertake an audit of the Language Skills of our employees (SEPA). (12031)
9. We will finalise and implement the revised structure for the People Management Division. (12023)
WAO Corporate Assessment Proposal for Improvement 3.1
10. We will ensure all staff have an individual performance appraisal. (12024)
WAO Corporate Assessment Proposal for Improvement 3.2
11. We will simplify communication mechanisms both within People Management and those used for communicating people management initiatives to the wider workforce. (12025)
WAO Corporate Assessment Proposal for Improvement 3.3
12. Review the ICT systems and equipment used within People Management and drive developments. (12026)
WAO Corporate Assessment Proposal for Improvement 3.4

B6 - Ensuring equality of opportunity

We have had a Multi-Agency consultation on our Strategic Equality Plan (SEP). These SEPs are important documents that set out how public bodies will consider the needs of groups with 'protected characteristics', as outlined in the Equality Act 2010. This is intended to ensure that all individuals receive just and equitable treatment in respect of service delivery and strategy/policy formulation. Consultation is an intrinsic part of developing a new Strategic Equality Plan, and, as such, public opinion was sought to buttress and strengthen the Plan.

- ✓ Carmarthenshire LSB received an update on progress in terms of the local approach towards delivery and support for the UK wide Syrian Resettlement scheme. Carmarthenshire are due to receive their first cohort of refugees during the early part of 2016. In order to prepare for the arrival of the refugees, a multi-agency Task & Finish group has been established locally and the group will consider a work programme around four main priorities: Health; Housing; Employment; and Education, to ensure that all Syrian refugees have access to opportunities to integrate them fully into the County upon arrival through the scheme.
- ✓ We have remained within the Stonewall Top 100 Employers for our work through the Workplace Equality Index.

Improvements for 2016/17

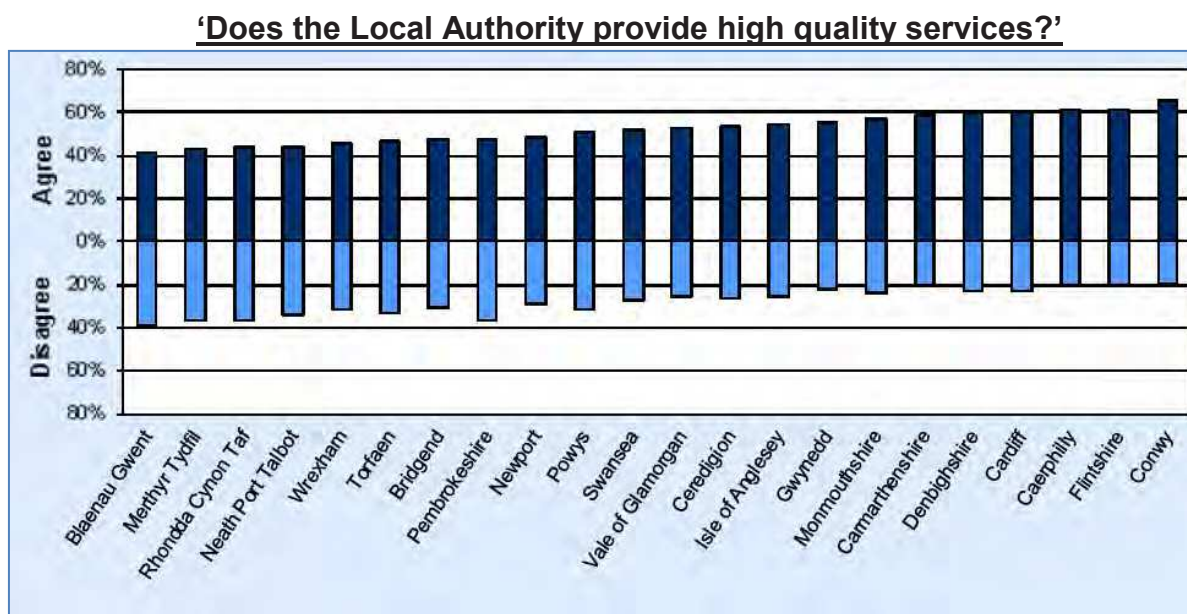
1. We will continue to work to remove barriers to accessing Council services and in particular working towards an appointments based system in Customer Services Centres. (12032)
2. We will work with particular sectors of our community in particular the young people of Carmarthenshire and Persons in Charge of Residential/Nursing Homes, to raise awareness of the importance of registering to vote. (12033)
3. We will ensure Equality Impact Assessment requirements are embedded into the wider impact assessment process being developed as part of the Well-being of Future Generations requirements. (12034)
4. We will deliver the outcomes of the Community Cohesion National Delivery Plan 2016/17. (12035)
5. It is the duty of the Council to facilitate and increase the use of the Welsh language and we will continue to promote the use of the Welsh language in our workplace. (12036)

B7 - Improving our services

The [National Survey for Wales survey](#) asks the question ‘does the Local Authority provide high quality services?’

- During 2014/15, **58%** of citizen’s agreed that we provide high quality services - **6th in Wales**
- During 2013/14, 53% of citizen’s agreed that we provide high quality services - **15th in Wales**
- 5% point improvement and gaining 9 positions.

See the 2014/15 graph below:-



Source National Survey for Wales survey 2014/15

- ✓ We have continued to develop a robust framework for challenging performance at all levels across the Council to ensure that we can address all the challenges ahead. As recognised by the Wales Audit Office in its Corporate Assessment of the Council “*the political leadership of the improvement agenda has been strengthened*”. All service business plans were challenged by the Executive Board Member portfolio holders.
- ✓ In March 2016 we received the full £1.9M Outcome Agreement Grant from Welsh Government based on our ‘*self assessment report and performance for 2014/15*’.
- ! We have not however achieved the level of ‘channel shift’ that is considered to be feasible and desirable. Feasibility has been determined via a review of technology available on the market, and via visits to several other local authorities in Wales where channel shift is significantly more advanced. Desirability is driven by two factors; the growing expectation of customers to be able to do business with us 24x7, and the need to reduce front-line posts due to budget reductions. The main constraint on progressing channel shift is the availability of IT resources to develop new and existing systems, or the budget to purchase from outside.
- ✓ During the year we co-located the Llanelli Customer Service Centre with Un Sir Gâr, as a pilot for possible permanent co-location. The pilot was successful and the decision was taken for the Llanelli (CSC) to remain in The Hub, Llanelli, in line with customer preference.

Improvements for 2016/17

1. We will ensure delivery of Well-being of Future Generations (Wales) Act requirements, to ensure that the 7 national well-being goals and 5 ways of working are taken into account in all that the Council does and to evidence due consideration of the impact on all Council policies and decisions. *(12037)*
2. We will introduce the new requirements for the Well-being of Future Generations Act and ensure they are embedded into our Performance Management framework for 2017/18. *(12038)*
3. We will implement an online electronic booking system and allow phased public access for making appointments for the Registrar. *(12039)*
4. We will continue to improve the Council website to give customers better access to services 24/7. *(12040)*
5. We will introduce a revised Corporate Performance Management Framework to reflect the new Well-being of Future Generations Act *Wales Audit Office – Corporate Assessment Proposal for Improvement- P6.1a (12041)*
6. We will ensure the consistent application of the Corporate guidelines for Business Planning. *Wales Audit Office – Corporate Assessment Proposal for Improvement- P6.1b (12042)*
7. We will continue with the Executive Board challenge with Heads of Service and peer to peer challenge of Business Plans with Heads of Service. *Wales Audit Office – Corporate Assessment Proposal for Improvement- P6.1c (12043)*
8. We will develop more explicit links between the medium term financial plan (MTFP) and the Council's improvement planning, detailing the impact that financial constraints are having on outcomes for citizens. *Wales Audit Office – Corporate Assessment Proposal for Improvement- P2.1 (11985)*

Outcome C: People in Carmarthenshire are healthier ...

Our way of life is changing. People are living longer with a higher quality of life but our care needs are becoming more complex. The challenge now facing us is to prevent ill-health in the first place.



Goals: (as agreed in the Integrated Community Strategy with partners)

- C1 - Ensuring each child has the best start in life
- C2 - Preventing ill health and encourage healthy and active living
- C3 - Improving the Emotional, Mental Health and Well-being of all people in the County
- C4 - Reducing inequities in health
- C5 - Improving housing conditions and reduce homelessness
- C6 - Increasing access to health and social care for all people including vulnerable groups
- C7 - Reducing drug and alcohol misuse

Our Key Improvement Objective Priorities (KIOPs) are:

- Promoting Independence and Well Being for Older People
- We shall increase the availability of rented and affordable homes to support the needs of local people by implementing our affordable homes delivery plan

Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Reduction in referrals to adult and children's social services	✓
Increased availability of rented and affordable homes	✓
Increased use of leisure facilities	✗

Our Performance & Results for 15/16 / Improvement Planned for 16/17:

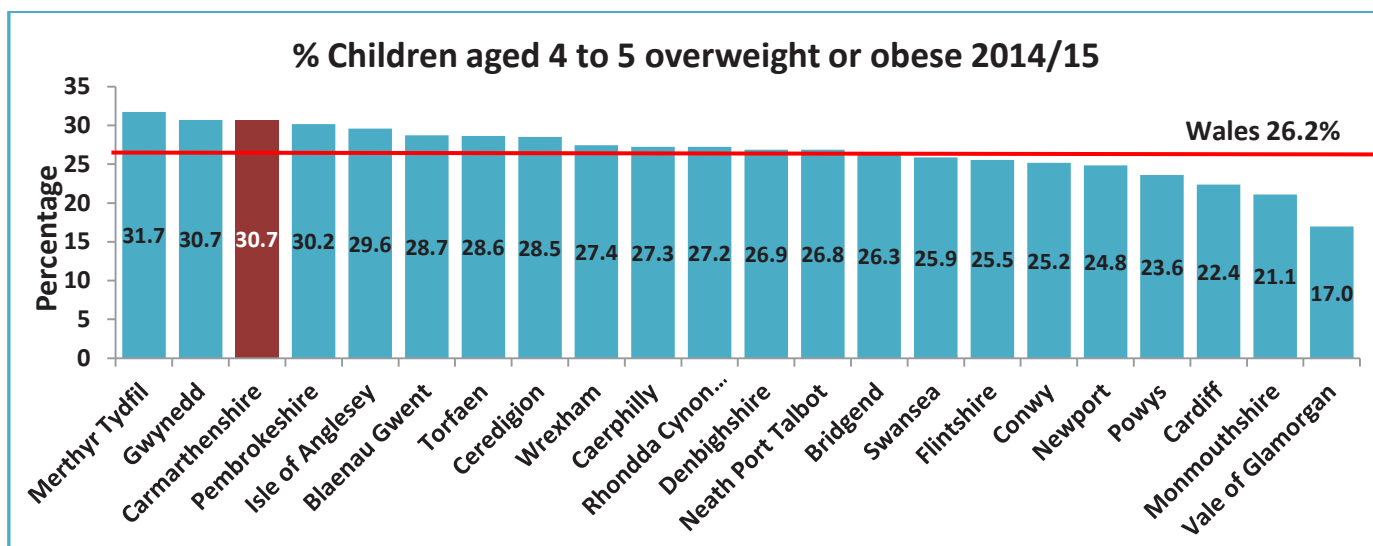
Goal: C1 Ensuring each child has the best start in life:

Our Review and Evaluation for 2015/16

Giving every child the best start in life is crucial to reducing health inequalities across the life course. The foundations for virtually every aspect of human development – physical, intellectual and emotional – are laid in early childhood. What happens during these early years (starting in the womb) has lifelong effects on many aspects of health and well-being– from obesity, heart disease and mental health, to educational achievement and economic status. To have an impact on health inequalities we need to address the social gradient in children’s access to positive early experiences. Later interventions, although important, are considerably less effective where good early foundations are lacking.

[Public Health Wales](#) (PHW) NHS Trust recently published its fourth release of the Child Measurement Programme (CMP) for Wales which contains findings of the programme of child measurements carried out with children attending reception class in schools in Wales in 2014/15.

- **Participation** in the programme has increased by more than 10% in three years, from 84.3% of all children in 2012/13 to 94.5% in 2014/15. The participation rate in Carmarthenshire has increase from 88% to 92%.
- Obesity in childhood often persists into adult life, leading to related health problems like type 2 diabetes, liver disease, higher rates of heart disease, and some cancers
- The % overweight or obese in Carmarthenshire has increased from **26.2%** in 2013/14 to **30.7%** in 2014/15 moving from 9th lowest and below the Welsh average (26.5%) to **3rd highest** and well above the Welsh average which has reduced to 26.2%.
- The proportion of children who are obese continues to increase from **10.9%** in 2012/13 to 11.6% in 2013/14 and **13.6%** in 2014/15



Childcare provision in Carmarthenshire is delivered in partnership with private, voluntary and statutory sectors, and has continued to develop. We currently have:

- **107** registered child minders (with **553** places)
- **36** registered full day nurseries (with **1,288** places)
- **43** registered out of school clubs (with **1,294** places)
- **63** registered sessional care placements (with **1,171** places) includes Flying Start settings
- **249 Total providers**, with **4,306** registered places.

How did we perform during 2015/16?

The **Flying Start early years programme** (a key component of the Welsh Government's *Tackling Poverty* agenda) aims to support families with children aged 0-3 who live in some of the most disadvantaged areas in the country providing a range of intensive prevention services to improve children's language, cognitive, social and emotional development and physical health, which we are able to provide through:

- An enhanced health visiting service
- Free part-time high quality childcare for 2-3 year olds
- Parenting support (including parenting programmes and basic skills)
- Support for Speech, Language and communication

There are currently 29 Flying Start Settings in 17 areas (Betws, Richmond Park, Lakefield, Bigyn, Llwynhendy, Felinfoel, Carway, Morfa, Trimsaran, Pwll, Pembrey, Carmarthen Town North, Glanamman, Garnant, Bury Port, Pantyffynnon and Dafen).

📌 Also see goal **G5 Tackling poverty and its impact on the local economy**

Flying Start Key Measures		2014/15 Result	2015/16 Target	2015/16 Result	Comment
!	The % of children registered to take up the free Flying Start child care placement (9.1.8.0)	79.8%	80.0%	70.4%	Off target but Improved #See comment below
✓	The % of attendance at the free Flying Start Child Care placement (9.1.8.1)	77%	75%	79%	On target and improved
✗	The number of children living outside of the Flying Start area who are able to access the Flying Start service through referral for outreach. (9.1.8.2)	18	23	17	Off target and Declined #See comment below
✓	The % of high need families living in a Flying Start area receiving at least a monthly contact from the Flying Start Health Visiting Service (9.1.8.3)	90%	90%	96%	On target and improved
✓	The % of children living in a Flying Start area that have had a needs assessment carried out using the Family Assessment Tool within a month of entry to service. (9.1.8.4)	100%	100%	100%	On target and continues to be at maximum result
✓	The % of families with additional social welfare needs linked to poverty, living in a Flying Start area receiving time specified interventions from the wider Flying Start Team (9.1.8.6)	95%	93%	96%	On target and improved
✗	The number of children aged 0-4 in Carmarthenshire benefitting from the intensive Flying Start service provision (9.1.8.7)	1671	1800	1570	Off target and Declined #See comment below

#The childcare coordinator has been working closely with the childcare settings and health visitors to ensure children registered are attending regularly. This term we have found a significant drop in numbers eligible to register but this is mainly due to low birth rate numbers and therefore out of our control. (9.1.8.0)

#The number of children living outside of the Flying Start area who are able to access the Flying Start service through referral for outreach is set at 23 by WG with a 10% variance. Unfortunately due to difficulties in recruiting qualified health visitors (which is a national issue), meant we were unable to accept further outreach referrals, and were also unable to increase the capacity number. We will be shortly holding a recruitment event to try and attract interest. (9.1.8.2 & 9.1.8.7)

- ✓ Over the last year there have been 9,486 visits to the **Family Information Service** website and 40,620 page views with 67% being new visits.



A thought-provoking and inspirational storytelling event attended by more than 50 families and their children took place in February. The 'Once upon a time...why start early' event was organised by Family Information Service, Flying Start and Childcare & Play Team. The purpose to encourage family learning as shared and enjoyable activity, raise aspirations and readiness to learn.

- ✓ We have provided a full school holidays programme and family workshops at Oriel Myrddin, including a regular 'free' book club, and cross-disciplinary talks on a broad range of themes e.g. architecture, farming, poetry and archaeology
- ✓ All of our 14 secondary schools plus 2 special schools are delivering the [5x60](#) extra-curricular physical activity scheme and **100%** of primary schools are on board for [Dragon Multi-skills / Sport](#) extra-curricular activity scheme, linking in with a number of community sports clubs. 60% of our school pupils are members of a sports club
- ✓ We have provided [free swimming](#) for children (u16) at all CCC swimming pools on weekends and in school holidays, with the programme linked to the Welsh Learn to Swim pathway, [Aqua passport](#)
- ✓ [Young Ambassadors](#)' for sport are now in place in all secondary schools and 80% of primary schools, becoming leaders of the future by inspiring their fellow pupils to get active. Carmarthenshire has engaged in a sector-leading development of this by introducing 'Bronze Plus' Ambassadors at Yr 7 to retain Bronze YA's and develop their leadership skills as they move from primary to secondary schools.
- ✓ We have provided swimming lessons to over 4,100 children during school time and over 2,000 children outside of school hours.
- ✓ 83 primary schools visited our Pendine Outdoor Education Centre to learn about outdoor adventurous activities and the environment
- ✗ Unfortunately we did not meet our target of 270,000 attendances at sporting opportunities facilitated by Sport & Leisure Officers and only achieved **197,899**. Reason for the decline and shortfall is due to having two vacant posts for a period of time, which have since been filled and our Hockey development officer has been absent from work for 5 months which has resulted in a downturn in hockey activity. Also the Rugby development partnership was ceased by Welsh Rugby Union (WRU) in October 2015. (3.4.2.8)

How do we know we made a difference? / Is anyone better off?

Increased partnership working with Public Health Wales has assisted in promoting the health and well being benefits of play i.e. reducing the risk of obesity in children, smoke-free playgrounds. Therefore it has been a season of summer fun at our Integrated Children’s Centres with a focus on promoting ‘**healthy living**’ through exercise and sport to promote fitness and wellbeing.



Working with CrossFit, Llanelli, and the Swans Football Community Trust.



CSSIW commented positively on our Flying Start provision in Carmarthenshire
[\(Annual Performance Report 2014-15\)](#)



“The visit to the Flying Start service demonstrated that this is a well-run service with managers providing a sound strategic lead on service delivery with a clear focus on ensuring effective multi-disciplinary working. The service has expanded during the past twelve months with nine new areas, with a total of 17 Flying Start communities. This has significantly strengthened the preventative services available to families in line with the Welsh Government’s child poverty strategy”.

[CSSIW Performance Evaluation Report 2014/15](#)

The 14 newly commissioned Families First projects have supported a total of **8,626** individuals of which **6,829** were new to service individuals. All are using a Team Around the Family approach to evidence whether the family are ‘**better off**’ as a result of the intervention. **Results of a survey** was positive with **99%** reporting **they would recommend the service** to others. Unfortunately the Families First grant is being cut by 12% next year, and although all 14 commissioned projects will remain, service delivery will reduce across the board.

We have used the evaluation of the **Child and Family Unit (CFU)** ‘reclaim social work’ pilot to restructure within our long-term children’s social work teams. Dinefwr Childcare Team (DCCT) began operating within a **POD** framework from September 2015. The PODs hold weekly meetings to discuss cases, with input from the Educational Psychologist, and have refined elements of the model in line with the needs of the team. Workers have received training to use the ‘Outcomes Star’ which will assist service users and staff to evaluate the effectiveness of input. Implementation of the model across all long-term child care teams will be completed by the end of March 2017.

Improvements for 2016/17

1. Despite an increase number of places purchased due to expansion, we shall aim for at least 77% attendance at the free Flying Start Child Care placement (9.1.8.1)
2. We shall aim to reduce the % of unauthorised absence at the free Flying Start Child Care placement from 6.38% to 6% (9.1.8.8)
3. We will aim to increase the number of children living outside of the Flying Start area who are able to access the Flying Start service through referral for outreach from 17 to 23 (9.1.8.2)
4. We will ensure that at least 93% of high need families living in a Flying Start area receive least a monthly contact from the Flying Start Health Visiting Service (9.1.8.3)
5. Of families with additional social welfare needs linked to poverty living in a Flying Start area, we will ensure that at least 95% receive time specified interventions from the wider Flying Start Team e.g. Social Worker or Family Support Officer or Domestic Abuse Project Worker or Midwife (9.1.8.6)
6. We will aim for at least 85% of children in Flying Start areas reaching, exceeding or within one age band of their development milestone at age 2 years, (assessed within 23-25 month) (9.1.8.9)
7. We will aim for at least 90% of children in Flying Start areas reaching, exceeding or within one age band of their development milestone at age 3 years, (assessed within 35-37 month) (9.1.9.0)
8. We will implement the Child and Family Unit (CFU) systemic model of working across children's services teams (12044)
9. We aim to increase the number of attendances per year at sporting opportunities facilitated by Sport & Leisure Officers from 197,899 to 208,000 (a 5% increase) (3.4.2.8)
10. We shall increase the % of children who can swim 25m aged 11 from 63.6% to 65% (3.4.2.1)
11. We shall increase the number of young people (0-16) accessing free swim sessions from 16,000 to 17,000 (3.4.2.2)

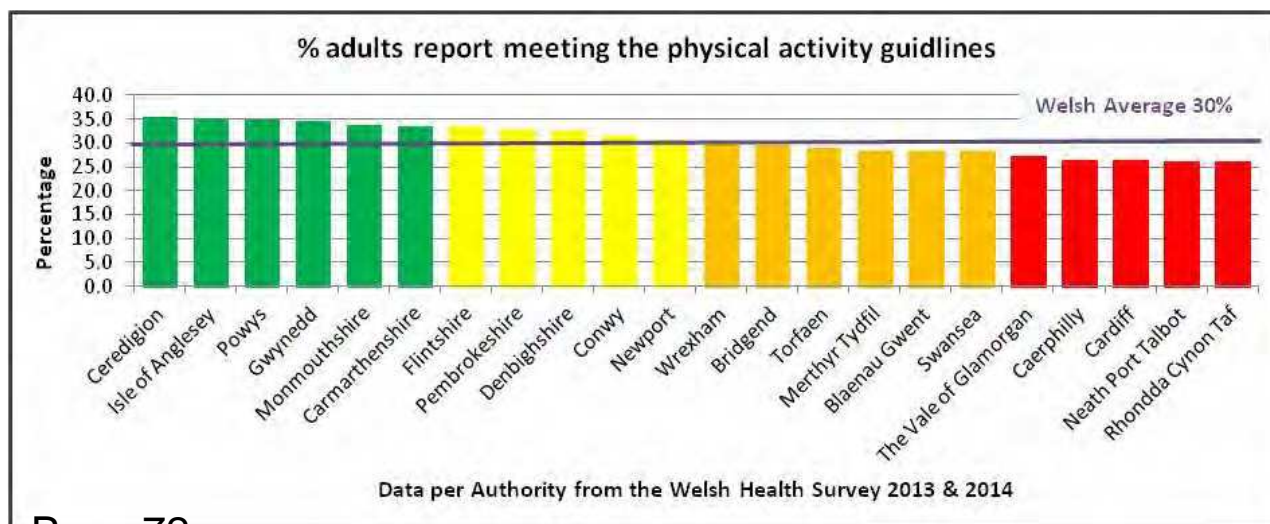
ⓘ For further Actions please also see goal **G5 Tackling poverty and its impact on the local economy and E5 Safeguarding all people from abuse, victimisation, neglect & exploitation**

Goal: C2 Preventing ill health and encourage healthy and active living

We aim to provide a range of health and well-being related facilities, activities and programmes, all aimed at getting, more people, more active more often in order to improve the health and well-being of our residents. We want Carmarthenshire to be a place that is the most active and healthy in the UK, where every person is an active participant at a 'Community Club' or 'Leisure / Cultural Facility' and where every child is hooked on Leisure / Cultural activity for life.

How did we perform during 2015/16?

- ✓ The % of adults that meet the physical activity guidelines (30 minutes on 5 or more days) in Carmarthenshire have improved to 33% in 2013&14 compared to 30% in 2012&13. This is above the Welsh average of 30%.



- ✘ The number of GP referrals for the exercise programme during 2015/16 has seen a lower number of referrals (**1,129**) than our challenging target of 1,245; this has been mainly due sickness absence of the Activity Coordinator earlier in the year which has had a knock on affect for the end of year. Despite this, we have exceeded the target of 1,008 set by our funding body of Public Health Wales. *(3.4.2.5)*
- ✘ The number of visits to local authority sport and leisure centres during the year where the visitor will be participating in physical activity, per 1,000 population has reduced from 7028 to 6905 =123 less -1.75% *(LCS/002b)*
- ✔ We have inspected **100%** of high risk premises for food hygiene and trading standards. *(PPN/001i)*
- ✔ We have exceeded our target of food establishments which are “broadly compliant” with food hygiene standards and have increased compliance from 93% to 94.98% for 2015/16. *(PPN/009)*
- ✘ Unfortunately, we have been unable to meet our target of 100% inspections for animal health premises and have completed 99%. *(PPN/001iii)*
- ✔ We have reviewed the Catering Service structure and have delivered the efficiencies agreed for 2015/16
- ✔ Almost 400,000 people have visited Pembrey Country Park during the year and over 70 people take part in Parkrun events staged every Saturday at Llyn Llech Owain

How do we know we made a difference? / Is anyone better off?

Figures for 2015 released from [Sport Wales](#) show that nearly **47%** of young people across the county are keeping active and taking part in sporting activities– an increase of 7 percentage points compared to 40% in 2013. There’s been a huge increase in the number of girls taking part in sporting activity three or more times a week currently at 42.9% compared to 34.5% in 2013. Carmarthenshire is up on the national average of youngsters participating in extra curricular sporting activities by over one per cent. Sporting club memberships in youngsters is also higher than the national average by over two per cent.



Improvements for 2016/17

1. We will ensure that at least 1,000 people are referred on to the “Vitality Scheme” (NERS – National Exercise Referral Scheme) during 2016/17. (3.4.2.5)
2. We will increase the number of % of people referred to the National Exercise Referral scheme that attend the 1st session of the programme from 49.7% to 56% (3.4.2.6)
3. We shall ensure that at least 50% of people referred to the National Exercise Referral scheme complete the 16 week programme. (3.4.2.7)
4. We will increase the % of schools achieving Phase 4 of the Healthy Schools Initiative from 59% to 60% (8.3.1.5)
5. We shall increase the number of visits to council sport and leisure centres from 6,905 to 7,251 per 1,000 population (LCS/0022b)
6. We will maintain 100% trading standards inspections for high risk businesses (PPN/001i)
7. Despite fewer resources, we will maintain 100% food hygiene inspections for high risk businesses (PPN/001ii)
8. We will maintain 100% animal health inspections for high risk businesses (PPN/001iii)
9. We will maintain the high percentage of food establishments which are broadly compliant with food hygiene standards at 93% or above (PPN/009)
10. We will develop plans for a new Llanelli Leisure Centre linked to wellness village and life sciences hub (12045)

Goal: C3 Improving the Emotional, Mental Health & Well-being of all people in the County

The Mental Health (Wales) Measure has introduced important changes in mental health services, placing new legal duties on local authorities and local health boards regarding assessment and treatment of those who are experiencing poor mental health; and improving access to independent mental health advocacy. The future vision for mental health services is a shift away from the idea of mental illness to one of mental well-being and this is being responded to by the development of primary mental health services, early intervention, innovative day opportunities and the adoption of a recovery model.

We have faced some challenges in relation to the provision of our 24 hour adult mental health practitioner (AHMP) cover. *“These concerns have been resolved through an improved service the Council needs to continue to monitor this to ensure a consistent and responsive service is available to this vulnerable group of people.”*

(CSSIW Performance Evaluation Report 2014-15)

The Transition Team have restructured bringing it more in line with children’s services. This year the team are focusing on developing the information given to young people and their families. We have continued to build upon our relationships between Coleg Sir Gar, Education, Children and Adult Social Care Services holding regular meetings to try and address many of the practical issues presented within the **Unlocking the Potential** report, trying to develop creative solutions which prevent the need for young people to be educated outside of Carmarthenshire. Consequently we have low numbers of disabled young people in residential colleges. The continued success of this approach is vital as we aim to ensure that disabled young people are afforded the same opportunities as any young person and are able to maximise their independence.

The **Real Opportunities** Project will not be proceeding as an independent project but will be brought into the ‘Cynydd’ project, a regional project led by the Youth Service. We will be developing pathways to ensure the service meets the needs of disabled young people.

We have been reviewing how we provide **Information, Advice, and Access** to our services for children and families as part of the Mid and West Wales Collaborative Children’s Services Programme Board (in light of the Social Services and Well-being Act 2014(SSWBA)). The

Institute of Public Care evaluated what is being provided locally and regionally, considering opportunities for regional collaboration, and confirmed we are meeting the minimum requirements and therefore compliant with the SSWBA. The next stage is to develop a delivery plan focusing on

- Workforce
- Performance
- Public Engagement
- Citizens
- Data Quality

How did we perform during 2015/16?

- ✓ We continue to work with our housing partners. We do not have any young vulnerable people in bed and breakfast and have developed services alongside supporting people to ensure that this is sustainable.
- ✓ In terms of our statutory protection work under the Mental Health Act 1983, we continue to perform well in terms of our response times to requests for assessment, with more than 90% of assessments completed within 48 hours and the majority of those on the same day
- ✓ We have had a number of positive outcomes in our long-term case work with people who use the service stepping down from high-cost residential care to become more independent.
- ✓ In accordance with the Mental Health Act 1983, we co-ordinate and carry out assessments which can result in the compulsory admission to hospital of the person referred. Having successfully implemented a pilot standby project to ensure out-of-hours cover, we will further develop and integrate the model into office hours in order to provide an effective 24 hour service.
- ✓ We have supported more clients with mental health aged 18-64 to live in the community during the year (from 80.13% to 85.24%) (9.2.5.4)
- ✓ We have completed a scoping exercise for a strategic commissioning plan for the Mental Health and Learning Disability Service
- ✓ We have seen a significant increase in the number of Deprivation of Liberty Safeguards applications which amounted to 629 applications in 2015/16. In responding to this increase we have developed more effective and timely decision-making processes.

“In addressing this significant increase the council has increased the number of best interest assessors and put in place a risk management process.”
 (CSSIW Performance Evaluation Report 2014-15)

How do we know we made a difference? / Is anyone better off?

Through the Choice Project, Carmarthenshire was chosen as one of two pilot areas in Wales, to design and test a new approach to justice for older people who experience abuse. The research is being undertaken in conjunction with Aberystwyth University and a conference was held in October for people to discuss a range of topics and how they relate to their own communities. The event was well-attended and included public lectures from Sarah Rochira, the Older People’s Commissioner of Wales, and Eleri Butler, Chief Executive Officer of Welsh Women’s Aid.



The **Community Memory Clinic in Llandybie** was also highly commended in the Health Board's awards, in their category 'Improving the Patient Experience'. Supporting 'care closer to home' is a key objective for health and social care providers and this project has been successful in providing support and advice for people with dementia and their families in the community of Llandybie.

Improvements for 2016/17

1. We will develop and implement changes to how we provide information, advice, assistance to our services in accordance with the Social Services and Well-being Act (2014) *(12046)*
2. We will develop a commissioning plan for Learning Disability and Mental Health services. *(12047)*
3. We will review how we meet the needs of young adults who are physically disabled as part of transitional arrangements. *(12048)*
4. We will develop an Information Strategy for Deprivation of Liberty Safeguards to ensure that we meet the needs of staff and the public. *(12049)*

Goal: C4 Reducing inequities in health

Overall we have worked hard to reduce inequities in health by delivering services which help maintain and support people's independence. We are aware we need to provide services to support people and have developed "Carmarthenshire's Vision for Sustainable Services for Older People for the next Decade." This sets out how we will meet the challenges of a growing older population with a shrinking budget. We know that although there is much work still to be done, we are making progress.

"The Council has shown in their plans and strategies, a clear understanding of the issues they will face in the future if they are to support older people to live independently. These are based on an ageing population, people living longer and an increase in conditions prevalent in older people."

Wales Audit Office, Supporting the Independence of Older People, Oct 2015.

How did we perform during 2015/16?

- ✓ We have successfully completed the development of our extra care housing facilities at Catref Cynnes, in Johnstown, Carmarthen and Ty Dyffryn in Ammanford in partnership with Family Housing. This development will help older people maintain their independence by providing self-contained 1 & 2 bedroom apartments catering for people with different needs. *(10842)*
- ✓ We have reduced the percentage of older people (+ 65) whom the authority supports in care homes from 831 to 778 clients (18.74%) *(SCA/002b)*
- ✓ Our Transfer of Care and Liaison Service (TOCALs) has been a valuable asset to the hospital and has had noticeable results on patient flow. The knowledge of the Multi-Disciplinary team (MDT) members has made access to information easier and has allowed patients to be discharged home safely with community services which previously wouldn't have been so accessible.

Supporting the growing numbers of older people to maintain dignity and independence in their later years was a Key Improvement Objective Priority (KIOP) for 2015/16 and will continue to be so for 2016/17.



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)

We will support the growing numbers of older people to maintain dignity and independence in their later years

The County has an integrated Community Health & Social Care Service 'infrastructure'. This model aligns with national and local policy direction with reference to delivering Integrated Health and Social Care. The case for integrated care is reinforced by the need to develop whole-system working across health and social care to address the complex needs associated with age related co-morbidity and frailty (including dementia). A key focus of our business plan, therefore, is to develop an integrated system of care which focuses on the promotion of wellbeing and the maintenance of independence for our adult population while supporting the long term care needs and safeguarding of the more frail and vulnerable.



The Community Resource Teams consist of Community Nursing Services, Occupational Therapy, Physiotherapy and Social Work practitioners who work as a multidisciplinary team to support the assessment and care planning for individuals requiring support.

To manage the health and wellbeing of the population of Carmarthenshire's Localities and maintain the independence of our older adult population for as long as possible, integrated community services provide a wide range of services and interventions across the three 'offer' areas outlined in Carmarthenshire County Council's 'Delivering Sustainable Services for Older People in Carmarthenshire' document.

These broadly fall into three tiers:

Tier One: Services and Interventions that promote independence, wellbeing, community engagement and social inclusion, such as information, advice and assistance, signposting people to community services.

Tier Two: These services provide targeted intervention for individuals to regain previous level of independence and wellbeing following acute episode or injury and can also support avoidance of hospital admission. These services work closely with Tier 1 services to ensure ongoing health and wellbeing support from their own community

Tier Three: Provision of service at this level focuses on supporting individuals who have long term and specialist care needs. Services in this tier will liaise with services in tier 2 to ensure that, at times of injury or acute episodes of illness that people regain their previous level of independence.

Key Measures of Success

Key Measures of Success	2014/15		2015/16	
	Actual	Welsh Average	Actual	Actual Progress
The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 years and over (SCA/001)	6.18 (113 clients)	4.83	4.69 (87 clients)	Improved 26 less clients
The rate of older people (aged 65 years and over) supported in the community per 1,000 population (SCA/002a)	61.87 (2,510 clients)	67.30	57.92 (2405 clients)	Improved 105 less clients

Why these key measures are important

A delayed transfer of care (*SCA/001*) is where patients are ready to return home from hospital or transfer to another form of care but is prevented from doing so for a number of reasons. This can have detrimental impact on their health and well being. Long term delays can significantly impact on the individual's ability to return to being independent and can have a negative impact on their mental wellbeing.

A multi disciplinary team is working in the two general hospitals in Carmarthenshire to improve the links between the community and acute sector. They are developing models that assist to avoid admission and reduce lengths of stay in hospital, improving the well being of older people for whom hospital admission can have negative consequences.

A Rapid Response domiciliary care service has been established to respond immediately to prevent hospital admissions, support people to stay in their own home and to facilitate early hospital discharges.

The Key Measure of Success table above shows that we are supporting more people in the community compared to last year. (*SCA/002a*) This statutory measure expects as many older people as possible to be helped to live at home. However, we want to promote independent living and our innovative range of services aims to support people via community based services. National research has shown that previously Social Services were very good at making people dependent, despite this being contrary to what most people wanted. Our strategic direction is to reduce the numbers we support in the community

Ageing Well in Wales

Under the Ageing Well in Wales programme, which aims to strategically align the work of local councils towards the Strategy for Older People and, in particular, five priority aims (*Age-Friendly Communities; Falls Prevention; Dementia Supportive Communities; Opportunities for Learning and Employment; and Loneliness and Isolation*), we have developed a Local Action Plan during 2015/16 outlining how it undertakes with partners these collective aims.

Each of the five priority aims has three deliverable objectives and we have surveyed our 50+ Forum for their views.

"Being respected as an older person and not being seen as a burden on the local health and social care system"

What works

We have a range of community options to support older people to remain independent in their later years

"We found her to be most efficient in the manner she went about addressing the circumstances."
(Occupational Therapy Service)

"The care she had was wonderful, all of the staff exceeded my expectations in their concern, support and professionalism. They dealt with her deterioration and death with great dignity and compassion, and also looked after myself and my daughter. I can never thank them enough."
(Adult Social Care – Internal Carers)

"Wonderful Support Provided Reablement Team"

"Excellent...Services provided by the carers were so kind and thoughtful"

Last Year

We delivered 14 out of our 15 KIOP commitments last year

Despite a difficult financial climate we have set challenging targets for all of our KIOPS.

This is reflected in the performance outlined below.

Last Year's Commitments		Progress Comment
We will maintain an Annual External Accreditation in the Careline Service (11618)	✓	The Careline service has met the Annual External Accreditation standards for 2015/16.
We will increase the number of adult clients (347 clients) provided with a direct payment by the Social Care Department to enable them to independently source their own care (9.2.5.7)	✓	We have increased the number of clients provided with a direct payment from 331 to 360 in 2015/16 to enable them to independently source their own care.
We will continue to work on the new Carmarthen extra care housing development, which is the next phase of our Extra Care /Residential Care Investment Programme in partnership with Family Housing Association. (10842)	✓	This project has been successfully completed with full occupancy of Cartef Cynnes in Johnstown, and the Ty Dyffryn, Ammanford development opening early in 2016/17. This development is designed to help older people maintain their independence by providing self-contained 1 & 2 bedroom apartments catering for people with different needs
We will reduce the average number of calendar days taken to deliver a Disabled Facilities Grant (PSR/002) (Target - 235 days)	✓	We have successfully reduced the average days to 232 days thanks to a fast-track system (High Priority Cases) which in turn has influenced improvement.
We will reduce the average number of calendar days between initial contact for an adaptation and receipt of Occupational Therapist assessment across all forms of Tenure (7.3.1.10) (Target - 91 days)	✗	Our 2015/16 result of 98 days is below target. There remains a high demand for Occupational Therapist (OT) assessments. All high priority cases were targetted first, lower priority cases are now being worked through and the time these have been waiting have impacted on the overall performance.
We will reduce the rate of older people (+ 65) per 1,000 population whom the authority supports in care homes (SCA/002b) (Target 19.59 - 831 clients)	✓	The rate of older people (+65) per 1,000 population that the authority supports in care homes has reduced to 18.74 from 20.48 last year. This means that at the end of 2015/16 we were supporting 778 clients a reduction of 53 clients. Supporting people to remain at home continues to be the first option considered for people who have care needs.
The rate of older people Supported in the community per 1,000 population aged 65 or over We will aim to reduce unnecessary dependency by providing help for people to become independent by means of such services as the 'Reablement' service etc. (SCA/002a) (Target 58.93 per 1,000 population 65+ / 2500 clients)	✓	We have reduced the number of people who are supported in the community during the year by 105 clients. (57.92 per 1,000 population 65+ / total of 2,405 clients)
We will increase the percentage of mental health needs clients who are supported in the community (9.2.5.4) (Target 80.13% / 242 clients)	✓	We have increased the percentage of mental health clients supported in the community to 85.24% (283 clients) at the end of 2015/16
We will reduce the rate per 1,000 population 75+ who are affected by delayed transfers of care for social care reasons (SCA/001) (5.77 per 1,000 population 75+ / 110 clients)	✓	We have reduced the number of people who are affected by delayed transfers of care for social care reasons by 26 clients (4.69 per 1,000 population 75+ / 87 clients)
We will increase the percentage of learning disability clients who are supported in the community (9.2.5.1) (87.76% / 559 clients)	✓	We have increased the percentage of learning disability clients supported in the community to 87.94% (569 clients) at the end of 2015/16
We shall aim for a high number of unique visitors to the new improved adult social care website (11159) (35,700)	✓	There have been 39,807 unique page views (UPVs) from 1 April 2015 to 31 March 2016.
We shall continue to increase the numbers of clients having reviews in Adult Service (11660)	✓	We have increased the number of completed reviews for 15/16 (2,867) when compared to 14/15 (2,518) +349 reviews (extra 29 reviews per month).

We shall develop Older Person 10 Year Vision for Carmarthenshire supported by an action plan for its implementation (11657)	✓	Council approved the 10-year Vision and Strategy in October 2015. A detailed programme of work has commenced to implement the strategy.
We will develop, in accordance with the Welsh Government requirement, an Ageing Well Plan for Carmarthenshire based on five core themes:- 1. Loneliness and isolation, 2. Employment for opportunities and new skills, 3. Falls prevention, 4. Dementia supportive communities, 5. Age friendly communities (11659)	✓	We have developed following consultation (950 responses), a Ageing Well Carmarthenshire Plan which was adopted by Council in January 2016. Work is underway to ensure contributory action is within the 2016-17 business plans of the Authority.
We shall review models of care and support within Domiciliary Services i.e. Rapid Response and Reablement (11658)	✓	Work is currently underway to review the Reablement and Rapid Response services.

Is anyone better off?

- *The Council and Hywel Dda Health Board jointly won a national Improvement & Efficiency (Transformation in Health & Social Care) award for the “**Releasing Time to Care**” project. The project provides a new model of domiciliary care that improves the quality of life of vulnerable residents whilst ensuring services are financially sustainable.*
- *The Health and Social Care Worker initiative has been acknowledged by Welsh Government as a 'Bevan Exemplar' and is being promoted across Wales as example of excellent prudent care in practice.*
- *In Hywel Dda's Best of Health Awards, the **Transfer of Care, Advice and Liaison Service (TOCALs)** won in the category of “Improving Health and Wellbeing” and the Chief Executive's Award. The Community Memory Clinic, Amman/Gwendraeth received highly commended in the category of “Working in Partnership”.*
- *The **Community Memory Clinic in Llandybie** was also highly commended in the Health Board's awards, in their category 'Improving the Patient Experience'. Supporting 'care closer to home' is a key objective for health and social care providers and this project has been successful in providing support and advice for people with dementia and their families in the community of Llandybie.*

Doing things differently in Adult Social Care

The newly appointed Chief Executive of Hywel Dda University Health Board, Stephen Moore, visited the Community Resource Teams, Community Hospitals and Llys-Y-Bryn convalescence unit. He commented, *“I'm very impressed with the extent of integration in Carmarthenshire - it was impossible to tell the difference between health and social care staff.”*

Case Study

Mrs J is 87 years old and lives alone while her daughter lives locally and supports her with shopping and banking. When Mrs J's daughter was on holiday she suffered a fall and presented in the Emergency Department with a swollen right knee. While there was no bone injury, due to poor mobility Mrs J. was admitted to hospital until arrangements could be made for temporary social care support. On the ward, the nurses observed and recorded that Mrs J had episodes of confusion and disorientation, and while at times she was compliant with nursing care there was also occasions when she resisted any support and exhibited challenging and difficult behaviour. Mrs J was also incontinent and it had been suggested that Mrs J's needs would be best met with EMI Residential Placement. Collateral information was sought from Mrs J's daughter who advised that her mother's physical and cognitive status prior to admission was significantly different to how she was presenting on the ward. A clinical assessment was undertaken using a validated tool 'Confusion Assessment Method' which was positive and indicative of delirium. Causes for the sudden change in mental status were considered and Mrs J was treated for intravenous antibiotics and encouraged to mobilise when able. Mrs J was discharged home with reablement providing minimal support.

The wording for this KIOP has changed slightly for 2016/17 in line with our document - [Carmarthenshire's Vision for Sustainable Services for Older People for the next Decade 2015-2025](#)



Promoting Independence and Well Being for Older People

How we plan to achieve the KIOP this year

What we will improve & how we will measure success	2016/17 Target
The % percentage of adults who completed a period of reablement and have a reduced package of care and support 6 months later (SCA/20a)	New PI base line TBC
The % percentage of adults who completed a period of reablement and have a no package of care and support 6 months later (SCA/20b)	New PI base line TBC
Average length of time older people (aged 65 or over) are supported in residential care homes reduce (SCA/21)	New PI base line TBC
The rate per 1,000 population 75+ who are affected by delayed transfers of care for social care reasons (SCA/001now SCA/19) (Baseline 2015/16 – Rate 4.69 - 87 clients)	4.51
The average number of calendar days taken to deliver a Disabled Facilities Grant (PSR/002) (Baseline 2015/16 – 232 days)	220 days
The average number of calendar days between initial contact for an adaptation and receipt of Occupational Therapist assessment across all forms of Tenure (7.3.1.10) (Baseline 2015/16 – 98 days)	91 days
We will develop a robust and efficient Information Advice & Assistance service. (12050)	March 17
We will manage the risks associated with outstanding reviews and Deprivation of Liberty Safeguards applications. (12051)	March 17
We will conduct a population assessment at locality level to inform population needs assessment and service planning in line with the new Social Care Act. (12052)	March 17
We will modernise our workforce to support implementation of the duties under the Social Services Well-Being Act and the objectives outlined in 'Carmarthenshire's Vision for Sustainable Services for Older People for the Next Decade' and the Health Board's Integrated Medium Term Plan. (12053)	March 17
We will take forward the Delivery Plan for Ageing Well in Wales and ensure we link to other Council plans and with other relevant partners. (12054)	March 17

How do we know we made a difference? / Is anyone better off?

Mrs A Enhanced Hospital Discharge

Mrs A was admitted into hospital via A& E due to a general deterioration in health and confusion. Whilst on the ward staff and the service users' husband raised concerns that Mrs A's health and mobility had deteriorated in the months prior to admission resulting in oedema and ulcers on both legs. District Nurses had been visiting daily. Being unable to undertake personal care resulted in tissue viability issues which was exacerbated by Mrs A sleeping on a reclining chair for the last 12 months. On admission Mrs A was non weight bearing and was therefore hoisted for all transfers.

Rapid Response Intervention

Whilst considerable therapeutic and nursing support was input by the hospital staff the care package to go home was for 2 Domiciliary Support Workers four times per day to support with personal care, dressing, undressing, toileting and all transfers

Mrs A's husband was supported by ensuring that his wife's nutritional needs were met by providing meals, snacks and drinks. In the first few week RR staff worked closely with Mr and Mrs A. Progress was made and the care package was reduced from four visits a day to two visits per day. Following the transfer to Reablement continual progress was made to Mrs A's mobility and only one carer was required twice per day to assist with personal care.

Improvements for 2016/17

1. We will identify the strengths and resources within communities which can contribute to promoting and supporting the health and wellbeing of their population. (12055)
2. We will effectively commission short term assessment and interventions to maximise independence and wellbeing outcomes for our population. (12056)
3. We will implement actions within the Carmarthenshire Dementia Action Board plan across health and social areas in Carmarthenshire. (12057)
4. We will retain the low average number of calendar days (8 days) taken to deliver low cost adaptation works in private dwellings where the Disabled Facilities Grant process is not used (PSR/006)

Goal: C5 Improving housing conditions and reducing homelessness

Our Review and Evaluation for 2015/16

Overall, we have improved the quality of our Council housing stock through the delivery of our £200 million Carmarthenshire Homes Standard. We have increased the number of empty properties that have been returned to use and have increased the number of affordable homes to buy and to rent. Our new housing options and advice service has also helped to minimise the number of people affected by homelessness.

How did we perform during 2015/16?

- ✓ We have ensured that 100% of our Council homes have exceeded the Welsh Housing Quality Standard (WQHS) for tenants who agreed to have the work carried out. (7.5.2.19)
- ✓ We have ensured that all new affordable homes funded through the Social Housing Grant have met the Code of Sustainable Homes level 3 + (7.3.2.26)
- ✓ Throughout the year energy advice has been given in over 40 events in various forms including public road shows, talks to clubs & groups, mail shots & through social media.
- ✓ We have/have minimised the number of homelessness families having to spend time in bed and Breakfast at two families for 2015/16. (7.3.2.18a)



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)

We will improve the Council Housing stock and assist local people to gain access to rented and affordable accommodation

We have delivered the programme to improve Council housing stock and continue to increase access to more rented and affordable homes to support the needs of local people.

In 2006, the Council started its ambitious programme to achieve then Carmarthenshire Homes Standard (CHS) by the end of 2015. We have been successful in delivering the programme, on time, to homes where tenants have agreed to have work.

We have continued to expand our Social Lettings Agency and have added an additional 12 properties during 2015/16. We have brought an additional 153 empty properties back into use as much needed family homes.

We have also delivered with our partners an additional 185 affordable homes, including 111 extra care apartments at Catref Cynnes in Carmarthen and Ty Dyffryn in Ammanford.

Key Measures of Success	2014/15 Result	2015/16 Result	Progress
% of homes that meet the Carmarthenshire Home Standard <i>(7.5.2.7)</i>	88.20%	100%	Complete
% of privates sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority <i>(PSR/004)</i>	5.45% (135/2479)	5.73% (153/2671)	Improved
The number of new additional properties managed by our internal social lettings agency <i>(7.3.2.25)</i>	11 Additional Properties	12 Additional Properties	Improved

By the end of 2015, we have completed the CHS to all homes that wanted work carried out.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
CHS/WHQS	6%	7%	8%	8%	9%	37%	52%	70%	88%	☺
Roofs & Associated Components	100%	☺	☺	☺	☺	☺	☺	☺	☺	☺
Windows & Doors	58%	65%	74%	86%	95%	100%	☺	☺	☺	☺
Loft	0	0	19%	67%	89%	100%	☺	☺	☺	☺
Cavity	44%	53%	77%	78%	96%	100%	☺	☺	☺	☺
Hard Wired Smoke Detectors	37%	38%	51%	57%	63%	74%	80%	86%	90%	☺
Electrical Systems	28%	28%	36%	44%	53%	65%	74%	81%	90%	☺
Full Central Heating	73%	78%	79%	83%	86%	91%	94%	95%	97%	☺
Energy Efficient Central Heating	3%	6%	8%	22%	30%	52%	64%	76%	88%	☺
Kitchens	7%	7%	12%	20%	29%	46%	58%	71%	88%	☺
Bathrooms	7%	7%	12%	24%	34%	52%	64%	74%	88%	☺
Security Lighting	10%	10%	16%	26%	36%	48%	63%	74%	88%	☺
CO Detectors	10%	10%	16%	26%	36%	53%	64%	74%	88%	☺
Power Points	4%	7%	14%	24%	35%	51%	63%	74%	88%	☺
Energy Rating (SAP >65)	22%	30%	40%	55%	60%	67%	68%	69%	85%	☺

Why this is important

A safe, warm, well maintained affordable home that meets the needs of people living in it is a key determinant of health. It also forms the foundation for building inclusive communities. We will therefore continue to maintain our homes and improve them in the future through the Carmarthenshire Homes Standard (CHS) +. We have also sought to increase the number of empty properties returned to use as family homes and have reviewed the way we do this in order to maximise our resources. Our Social Lettings Agency provides an important stepping stone for people to be able to access rented accommodation which we manage on behalf of local landlords.

In April 2015, the Council left the Housing Revenue Account Subsidy System (HRAS), through which Council tenants in Carmarthenshire, had been subsidising HM Treasury for many years. Exiting the HRAS now means that we have more resources to invest in creating additional affordable rented homes in Carmarthenshire. Our [Affordable Homes Delivery Plan](#) will provide over 1000 additional affordable homes over the next 5 years.

How we compare with others

We recognise that empty properties are a waste of housing resources but also have a wider impact on the social, environmental and economic substance of our communities such as; attracting anti-social behaviour, decreasing adjacent property values, and costing owners as much as £9,000 - £11,000 a year.

We returned 153 properties back into use during 2015/16. This was an improvement on our performance of 135 properties in 2014/15.

As can be seen in the adjacent table, Carmarthenshire brought back the 6th highest number of vacant properties during 2014/15.

However, we want to do better and last year we concluded a Community Scrutiny Task & Finish Review of Empty Properties in the Private Sector. It established a list of recommendations on how to develop our approach to successfully dealing with the challenges that empty properties presents. It is hoped that these actions once implemented will further improve our performance in returning more empty properties back into use as much needed family homes.

Local Authority results for 2014/15	Empty Homes brought back into use	Number of empty homes	% Empty Homes brought back into use
Neath Port Talbot	1,153	1,681	68.59
Torfaen	165	292	56.51
Denbighshire	142	641	22.15
Swansea	456	2,101	21.70
Vale of Glamorgan	175	994	17.61
Wrexham	43	250	17.20
Isle of Anglesey	109	829	13.15
Monmouthshire	64	623	10.27
Cardiff	91	1,391	6.54
Bridgend	76	1,172	6.48
Gwynedd	68	1,193	5.70
Merthyr Tydfil	36	651	5.53
Carmarthenshire	135	2,479	5.45
Caerphilly	42	932	4.51
Blaenau Gwent	21	540	3.89
Flintshire	30	774	3.88
Ceredigion	27	747	3.61
Rhondda Cynon Taf	114	3,381	3.37
Newport	42	1,250	3.36
Conwy	42	1,569	2.68
Pembrokeshire	30	1,240	2.42
Powys	28	1,530	1.83
Wales	3,089	26,260	11.76

Many authorities and housing associations have yet to complete the [Welsh Quality Homes Standard](#). We have completed our Carmarthenshire Home Standard on time as agreed with our tenants and Members.

Last Year

We delivered 18 out of our 18 KTOP commitments last year

Last Year's Commitments		Progress Comment
In order to 100% complete of all elements of the Carmarthenshire Home Standard by 3.1.12.15 (excluding acceptable fails) we shall complete these seven elements... The final number of tenants' homes with...fuel efficient central heating systems (125), kitchens (225), bathrooms (175), carbon monoxide detectors (200), external security lights (200), additional power points (200) and hard wired smoke detectors (125) (<i>11649-11655</i>)	✓	All of these elements have been completed and the ambitious programme to achieve the Carmarthenshire Homes Standard (CHS) by the end of 2015 has been delivered on time, to homes where tenants have agreed to have work.
We will invest up to £300,000 to ensure the delivery of Local Environmental Plan projects within communities (<i>11643</i>)	✓	£300,000 of the budget has been committed on 58 different projects. These projects include demolition and removal of garages that were unsafe and causing anti social behaviour on estates. Improving and extending car parking provision on estates. Improving communal green areas on estates and encouraging community ownership. Improving alleyways, site boundaries and signage on estates.

<p>We shall evaluate the impact that the Local Environmental Plan projects have had on the local communities where a project was completed during the previous financial year. <i>(11162)</i></p>	<p>✓</p>	<p>58 projects have been completed. Projects have focused on helping tenants feel safe and secure, combatting anti social behaviour, improving the appearance of the area and improving health and well-being. Those tenants that have completed and returned the evaluation forms report 100% satisfaction.</p>
<p>We shall increase the % of Local Authority homes that have achieved the CHS as a % of Local Authority Housing Stock <i>(7.5.2.7) (Target 100%)</i></p>	<p>✓</p>	<p>The ambitious programme to achieve the Carmarthenshire Homes Standard (CHS) by the end of 2015 has been completed.</p>
<p>We will maintain a high satisfaction level of at least 87% on the processes for Repairs and Maintenance based on customer feedback <i>(11642)</i></p>	<p>✓</p>	<p>Due to staffing pressures it has been difficult to identify adequate resource to fully undertake this engagement process with tenants during 2015/16 which has resulted in a low number being surveyed. Despite this, the result shows consistent high satisfaction rating being achieved.</p>
<p>We will increase the number of affordable homes in the County <i>(11662)</i> (152 homes)</p>	<p>✓</p>	<p>We have delivered in partnership 185 additional affordable homes in the county during 2015/16. This figure was made up mainly of Social Housing Grant developments, a limited number of buying back homes in private sector and developer contributions. The figure was higher than normal due to the delivery of two larger extra care schemes in Carmarthen and Ammanford with 110 homes.</p>
<p>We will develop an Affordable Housing Plan: <i>Your Homes, Your Future – Getting it right together</i>, which includes a comprehensive consultation with the residents of Carmarthenshire. This will help us to increase the supply of affordable properties within the county <i>(11663)</i></p>	<p>✓</p>	<p>An Affordable Housing Commitment Plan 2015-20 was developed after extensive consultation with the public - over 800 responses and presented to Full Council on 9/9/15. The Affordable Homes Delivery Plan which will reduce the gap between what affordable homes are needed and the supply was agreed by Full Council on 10th March, 2016</p>
<p>We will increase the number of private sector dwellings returned to occupation during the year through direct action by the local authority that had been vacant for more than 6 months. <i>(PSR/004) (Target 5.24%, 140 properties)</i></p>	<p>✓</p>	<p>5.73% of previously vacant properties have been returned to occupation during 2014/15 this equates to 153 properties. An good improvement and our highest number to date.</p>
<p>We shall address recommendations from the Community Scrutiny Task & Finish Review of the Private Sector Empty Properties which is aimed to improve the service in the future. <i>(11664)</i></p>	<p>✓</p>	<p>We have developed and are in the process of progressing an action plan which addresses the recommendations from Task & Finish group</p>
<p>We will retain the low average number of calendar days taken to deliver low cost adaptation works in private dwellings where the Disabled Facilities Grant process is not used <i>(PSR/006) (Target 8 days)</i></p>	<p>✓</p>	<p>We have maintained an average of 8 days to deliver low cost adaptations.</p>
<p>We will further increase the property portfolio of our internal social lettings agency with new additional properties <i>(7.3.2.25)</i> (12 additional properties)</p>	<p>✓</p>	<p>An additional 12 properties were added to the internal social lettings agency portfolio during 2015/16.</p>
<p>We shall undertake a Health Impact Study to evaluate the affect the Carmarthenshire Home Standards has had on our tenants <i>(11656)</i></p>	<p>✓</p>	<p>The last tenants survey was undertaken during February/March 2016 with the results expected by June/July 2016. This will be followed by the major academic study on tenants health (analysing actual health data over the period of the CHS programme) which is due to report by Autumn 2016</p>

Is anyone better off?

“Positive feedback from tenants indicates that 90 per cent feel that their home now suits their needs.”

Extract from Wales Audit Office [Annual Improvement Report](#) 2015-16
published March 2016

We recognise that the quality of housing has a critical role to play in improving health and well-being in our communities. To help us improve our understanding of this, we have been working with experts from Cardiff and Swansea Universities for the past 5 years to set up a Health Impact Study.

Across the five years of the study, tenants of fully upgraded properties have reported fewer housing problems than those of unupgraded and partly upgraded properties. Results of the study in 2014 found that:

- Overall, tenants living in fully upgraded properties reported the highest thermal satisfaction.
- The average number of reported respiratory symptoms decreased substantially over the five years of this study.
- There was a downward trend in reported treatment for cardiovascular conditions, in particular for high blood pressure and angina

The final survey will be carried out in early 2016 and we will encourage all tenants to take part through a range of awareness initiatives.

David’s story - External Wall Insulation in Llangennech

David and his family have had external wall insulation applied to his home. The work, as part of the Carmarthenshire Homes Standard, is designed to improve the energy efficiency of his home and reduce heating costs.

External wall insulation is applied to the outside of homes which don’t have cavity walls, or are not suitable for cavity wall insulation.

David has said
“My home is much warmer since having work done. It has also made a big difference to the appearance of the estate”.

The wording and emphasis of the KIOP has changed slightly for **2016/17** to:-

KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)
We shall increase the availability of rented and affordable homes to support the needs of local people by implementing our affordable homes delivery plan

The emphasis of the KIOP has changed to reflect the completion of Council housing stock improvement programme (Carmarthenshire Homes Standard (CHS)) and the need to address the chronic shortfall in rented and affordable homes across the county.



Our assessment of need told us that to meet the highest housing need we would have to provide at least 2,000 additional affordable homes by 2020, an average of 400 every year.

We have recently published our five year vision [Affordable Homes Delivery Plan](#) to increase the supply of affordable homes in Carmarthenshire. The purpose of this plan is to explain how we will deliver over **1,000** additional affordable homes over the next five years, with a total investment exceeding **£60m**. We will also explain how we can nearly double the number of additional homes by developing delivery options for new build schemes.

- Increase rented accommodation
- Increase number of affordable homes
- Building new homes
- Bring empty homes back to use

Key Measures of Success	2014/15 Result	2015/16 Result	Progress
Additional affordable homes in the County (7.3.2.24)	48	185	Improved

Why this is important

Good quality, affordable homes are the bed rock of healthy and sustainable communities. We know that in many places and for many people these homes are just not available. As a consequence in July 2015 we published [Our Commitment to Affordable Homes](#). This plan will go some way towards rectifying this unacceptable situation.

While the focus will be on rented homes, we also recognise our communities’ ambitions and aspirations. Hence we will also enable and deliver low cost home ownership where it is appropriate to do so.

The development of our affordable homes plan reflected an extensive consultation exercise with the public and partner organisations which ran until the end of May 2015. There were almost 800 responses these have shaped the prorirty areas of the plan which are outlined below:

“The Council is rising to the huge challenge it faces in attempting to bridge the gap between the demand for affordable homes and the number of homes currently being provided.”

Extract from Wales Audit Office [Annual Improvement Report](#) 2015-16” published March 2016



You said

We did

That there was a need for smaller type homes, mainly for rent and for local people. You wanted us to maximise use of existing homes, especially bringing empty homes back into use.

We have developed an affordable homes plan which addresses these issues and sets out how we will deliver over 1,000 additional affordable homes over the next 5 years with a total investment exceeding £60m.

How we plan to achieve the KIOP this year

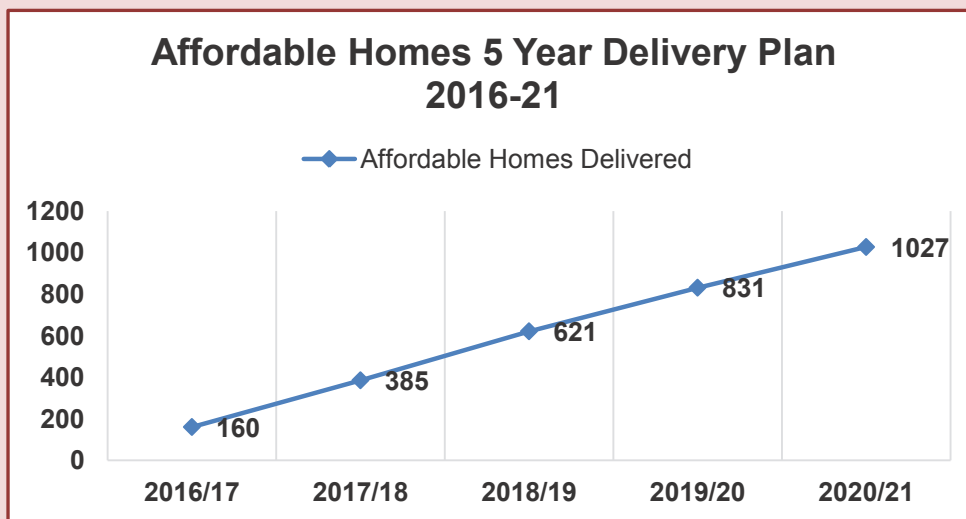
The [Affordable Homes Delivery Plan](#) sets out our five year vision to increase the supply of Affordable Homes in Carmarthenshire based on the following principles:

- ❖ Targeting help where the need is highest, in both urban and rural areas, by delivering more affordable homes for rent
- ❖ Being more flexible - whether by bringing wasted homes back into use, buying existing homes or building new ones.
- ❖ Doing whatever it takes by developing innovative and creative ways to deliver more
- ❖ Using our resources in the best possible way to ensure as many new homes as possible
- ❖ Using the expertise, skills and resources of those we work with

The table below shows our Affordable housing delivery over the next five years

Affordable Homes Delivery	Est. No. of homes	Funding source	HRA investment (£millions)	Total investment (£millions)
Managing homes in the private sector funding the Social Lettings Agency	242	HRA	1.1	1.1
Bringing empty houses back into homes	280	WG "Houses into Homes" fund/HRA	4.0	5.6
Buy existing homes in private sector	187	HRA	20.2	20.2
Housing Association development- committed schemes	59	SHG		0.5 ²
Housing Association development- future priorities				
Rural Areas	6	SHG	0.1	1.0
Regeneration initiatives	43			5.3
Unallocated Grant	77			10.3
Council New Build and Land Acquisition New Build: Ammanford & Amman Valley, Llanelli & District Land Acquisition Carmarthen & the West Carmarthenshire Rural & Market Towns	45	HRA	5.6	5.6
Developers contribution to homes in the area ³	88	Private Finance		11.0
Total	1027*		£31.0	£60.6

*Although the needs assessment undertaken indicates that we need to provide 2,000 affordable homes over 5 years to meet the highest housing need which is an average of 400 homes per year. We have set an ambitious target of delivering 1027 over the same period which is a substantial increase on the average number of affordable homes that we have been able to deliver in the past (70 per annum). We will increase this figure to 200 per annum over the next 5 years and are continually looking for new sources of funding to be able to deliver as many affordable homes from existing resources as we possibly can.



<i>What we will improve & how we will measure success</i>	2016/17 Target
We shall increase the number of affordable homes in the County by delivering year one of the affordable homes plan (7.3.2.24)	160 additional homes
We will increase the % of additional affordable housing units provided during the year (PLA/006b)	30%
We shall commission a research in order to improve our understanding of housing need in rural areas. (12058)	March 2017

How do we know we made a difference? / Is anyone better off?

Len’s story – Wireless internet in sheltered housing

In 2015, we completed the installation of wireless internet into the communal lounges in our sheltered housing schemes.

Len from Capel Hendre is one of the tenants actively using the internet. He says:

“Having the wireless internet available has allowed me to use my tablet at home. There are a few of us here who use it. I hope that other tenants start to see the benefits and possibly use it to keep in touch with friends and relatives and even start using it for their shopping”.


Other Improvements for 2016/17

1. We shall provide help and guidance to child care leavers wherever possible to avoid homelessness (SCC/35)
2. We shall complete the Health Impact Study, looking at tenants actual health, during the period of CHS investment during 2016 (11656)
3. We will increase the percentage of private sector dwellings returned to occupation during the year through direct action by the local authority that had been vacant for more than 6 months from 5.73% (153 properties) to 6% (160 properties) (PSR/004)
4. We shall progress with the Private Sector Empty Property Action Plan 2016 which derived from the Community Scrutiny Task & Finish Review and recommendations which is aimed to improve the service in the future. (12059)
5. We shall increase the number of new additional properties managed by our internal social lettings agency from 12 to 24. (7.3.2.25)

Goal: C6 Improve access to health and social care for all people including vulnerable groups

Our Review and Evaluation for 2015/16

We are working to improve access to health and social care for all people including vulnerable groups with our partners. When surveyed *if they felt that good social care services were available in their local area*, 53% agreed.

National Survey for Wales 2014-15- How our results rank with the other 22 Councils in Wales																						
Worse results in Wales											Best results in Wales											
Results ranking	22	21	20	19	18	17	16	15	14	13	12	11	10	9	8	7	6	5	4	3	2	1
Good social care services are available in my local area	43%										53%											61%
	Carmarthenshires satisfaction result was 53% - this was the 12th best result in Wales																					

The changes to our management structure were acknowledged in the Wales Audit Office [Corporate Assessment](#) Report 2015:

“The revised directorate remits are driving a positive reduction in internal silos, bringing services together. A good example is the Communities Directorate, which now includes Primary, Community and Social Care, Mental Health and Learning Disabilities, Public Protection and Housing, and Leisure and Sport. Co-locating heads of service is also bringing additional benefits and highlights the impact that changes in one part of the directorate have on the others”

CSSIW recognised our commitment to preventative services in their [Annual Performance Evaluation Report](#) (2014/15):

“The council continues to build and develop its preventative strategies and visits to these services have confirmed that there are effective and innovative arrangements in place, with a key focus on developing services that are sustainable”.

“The council is ensuring growth and development in its preventative services to ensure statutory intervention is only taken when necessary

How did we perform during 2015/16?

There has been continued progress this year in developing the **Transition service** for disabled children and young people. Work has been undertaken by the People and Work Unit to establish a regional market position statement in respect of children and young people with complex needs which includes those with disabilities. We are re-establishing a forum to bring together key stakeholders, including the Health Board, neighbouring authorities the third sector, independent sector and families to review our Transition strategy and commissioning intentions in the coming year, which will be particularly important in light of the Social Services and Well-being Act 2014. We have undertaken a review of our activity with the Institute of Public Care (IPC). This has determined whether our systems and processes support us to make the best use of our resources for disabled children and their families. This will inform our business planning for the coming years to ensure children and families get what they need, when they need it. Consultation with families and other stakeholders is taking place as part of this process.

Although there are currently no new European funding opportunities available to develop services for vulnerable children and young people, the '**LEADER**' programme has been launched and opportunities are being explored to further develop affordable childcare within Carmarthenshire in line with the gaps identified in our childcare Sufficiency Assessment. LEADER is funded through the Rural Development Plan for Wales (2014-20) and is designed to get local people, businesses and communities involved in delivering sustainable yet innovative solutions to address some of the economic, social and environmental challenges facing rural areas.

The Autistic Spectrum Disorder (ASD) steering and stakeholder groups have continued to meet throughout 2015/16. An interim action plan has been developed and we have been implementing this. Welsh Government have launched their refreshed all Wales strategy which is out for consultation. Once the document is finalised we will develop a local action plan to implement Welsh Government strategic priorities. Whilst awaiting the Welsh Government strategy a great deal of work has continued in Carmarthenshire to raise awareness, offer information and support and develop services. Carmarthenshire continues to be a member of the all Wales ASD Lead's forum and has had a key role in helping to develop initiatives and drive the agenda forward both locally and nationally.

- ✓ Carmarthenshire's single point of access to services 'Careline' is currently being redesigned to ensure that it is fit for service, safe and able to provide information, advice and assistance when required at the first point of contact. Careline provides a lifeline and Telecare monitoring service for approximately 30,000 people across South West Wales as well as providing a referral receiving service and information provision service to the people of Carmarthenshire. This service is being enhanced to ensure safe response times and to support staff competency in providing a consistent approach to services.
- ✓ During 2015/16, we successfully facilitated the transfer of the Independent Living Fund over to the Welsh Independent Living Grant with no disruption to service. There are 147 individuals with a learning disability receiving WILG with a total award of £3.1 million.
- ✓ Direct Payments provide another way for individuals to access a range of opportunities for independence by being able to choose who provides the services that they need. In 2015/16, 138 clients received direct payments (an increase of 7 people from the previous year).

- ✓ We have developed a performance management tool so that we can check on how well we are doing in delivering the 'active offer', i.e. giving Welsh speakers the opportunity to receive services through the medium of Welsh. We are also supporting staff to improve their Welsh language skills through direct learning and development opportunities, and through engaging with Welsh language champions in their own teams
- ✓ We have developed 'Carmarthenshire's Vision for Sustainable Services for Older People for the Next Decade'. This strategy highlights the challenges we face with the current and future demographic position and sets out a plan for delivering more sustainable services over the next ten years.
- ✓ The Carers Measure Strategy continues to be rolled out across the region (11714)
- ✓ We have been able to maintain an Annual External Accreditation in the Careline Service to ensure an industry standard quality service to customers
- ✓ We have been able to develop a strategic action plan for services for people who have dementia and support for their carers with Carmarthenshire Dementia Action Board

How do we know we made a difference? / Is anyone better off?

"It's amazing what people having faith in you can do. I now have my life back. I couldn't think of a greater gift." (Substance Misuse Service)

- ✗ Although we have been able to increase the % of clients with care plans reviewed during the year from 71.92% to 74.72% we have not met our target of 80% (SCA/007)
- ✓ We have offered 100% of carers of adults and assessment or review of their needs this year. (SCA/018a)
- ✓ We have been able to reduce unnecessary dependency by providing help for people to become independent by means of such services as the "Reablement" service etc. from 83.08% to 79.49% (SCA/020)
- ✓ We have increase the number of unique visitors to the new improved adult social care website total 39,807.
- ✓ In partnership with Family Housing Association, we have progress the new Argel extra care housing development and all flats have been occupied.

Improvements for 2016/17

1. We will progress and develop robust and efficient Information, Advice & Assistance service. (12060)
2. We will promote the Welsh language and ensure compliance with the 'Active Offer' across all service areas. (12061)
3. We will develop a multi agency transition strategy and implement in partnership with disabled young people and their families. (12062)
4. We will ensure that disabled children and young people are supported to access work, education, training and leisure opportunities. (12063)
5. We will undertake a review of our services for disabled children and their families to ensure that we are making best use of our resources and meeting our duties under the Social Services and Well-being Act 2014. (12064)
6. We will develop a business case for the extension of specialist provision on the Garreglwyd site for children and young people with Autistic Spectrum Disorder (ASD). (12065)

Goal: C7 Reducing drug and alcohol misuse**Our Review and Evaluation for 2015/16**

The **Substance Misuse** Team continues to work in partnership with the Health Board and third sector providers, as well as adult social care and children's services. The focus is on those cases with the most complex needs, with the team providing professional advice and support to other social work teams. We continue to coordinate the multi-agency premises in Llanelli on behalf of our partners. The change in commissioning arrangements for substance misuse this year has had a positive impact upon service delivery and we have ensured that we now have representation on the Area Planning Board.

We have reviewed the Transition arrangements for young people with substance misuse problems. The Transition team now deal with all enquiries from within children and adult social care. This ensures that we undertake appropriate level of screening and onward referral. We continue to develop arrangements for integrated care for children and young people. The specialist services for under-18's are now based at our Unit 3 premises in Llanelli. They are co-located with our local supported lodgings and advocacy services. Regular meetings with Youth Offending, CAMHS and the third sector take place to ensure we are meeting the needs of these children and young people. This year we have undertaken work with the Head of Pupil Referral Units in response to an increase in substance misuse by pupils who attend the units, ensuring a holistic approach.

We have undertaken a pilot with the Integrated Family Support Team (IFST) where a senior practitioner for IFST worked across both teams, holding cases of parents with substance misuse problems. This approach has seen many benefits, and the teams are now jointly screening all cases to avoid duplication and ensure cases are managed by the appropriate service. The co-location and sharing of practice between teams was seen as positive by staff and options for arrangements between the teams will be considered in the future.

How did we perform during 2015/16?

- ✓ This year has seen the re-commissioning of our third sector substance misuse services for adults by the Area Planning Board. This has had a significant impact upon the activity of our substance misuse team whilst the new arrangements are being implemented.
- ✓ The team deals with all enquiries from within children and adult social care. This ensures that we undertake appropriate level of screening and onward referral for cases.
- ✓ We have developed arrangements for integrated care for children and young people.
- ✓ We have undertaken some work with the Head of the **Pupil Referral Units**. This has been in response to an increase in substance misuse by pupils who attend the units. This has ensured we take a holistic approach and ensure that the pupils are receiving the support they need and the staff and parents feel equipped to deal with the issue.
- ✓ We have undertaken a pilot with the Integrated Family Support Team (**IFST**). A senior practitioner from IFST worked across both teams, holding cases of parents with substance misuse problems.
- ✓ We continue to attend the MARAC domestic violence meetings on behalf of substance misuse services and have been commended for our work in this area.

- ✓ The % of premises which declined to sell alcohol to underage customers during a test purchase was 100%. This was an increase of 6% on our result of 94% for last year.
- ✓ In 2015/16, the Substance Misuse Team have received 177 referrals, all of which have been allocated and 3 of the referrals were for children under 18.
- ✓ In the year, 4 people attended Tier 4 residential rehabilitation placement
- ✗ The impact of substance use upon adults with mental health problems is an area where we will need to increase our focus in the future. This includes older people and those with Alcohol Related Brain Damage (**ARBD**)

How do we know we made a difference? / Is anyone better off?

A female in her 30's had been involved with the substance misuse team initially 10 years ago but this time had been in treatment since 2012. At the start of the service from the team she was drinking strong cider dependently and using other illegal drugs, at that time she rated her quality of life as 5 out of 20. There were concerns around domestic abuse, her traumatic history and mental wellbeing.

She was offered support in the community and accessed services such as counselling, floating support, specialist domestic abuse services and tier 2 substance misuse support. Unfortunately things remained chaotic and led to hospital admissions. After a further period of input including counselling arranged through substance misuse services her worker supported her to consider residential rehab as an option, alongside the health team the social worker identified and secured access to a placement in a women's only setting. She progressed really well in her 12 week programme and was a positive member of the rehab community and made the most of the services on offer.

On her return to Carmarthenshire she remained substance free and is managing her own home well and looking for volunteer and training opportunities. On closing her case she now rated her quality of life as 18 out of 20 a great improvement from where she started.

Improvements for 2016/17

1. We will continue to undertake a programme of test purchases to ensure that premises decline to sell to underage customers (7.4.3.5)
2. We will evaluate and implement options to integrate Substance Misuse Team & Integrated Family Support Team. (12066)
3. We will review the transition arrangements for young people with substance misuse problems to ensure there is a seamless pathway as they move from children to adult services. (12067)
4. We will review the impact of substance use upon adults with mental health problems. This includes older people and those with Alcohol Related Brain Damage (ARBD). (12068)

Outcome D - People in Carmarthenshire fulfil their learning potential...

We all want our children and young people to have the best possible start in life by supporting them to gain the skills and knowledge they need to lead happy, healthy, fulfilling lives. We want to improve outcomes for all ages through lifelong learning



Goals: (as agreed in the Integrated Community Strategy with partners)

- D1 - Providing the best opportunities for lifelong learning & development for all
- D2 - Improving skills and training to increase employment opportunities for all
- D3 - Supporting parents & families to develop their children's learning
- D4 - Developing an Inclusive Society
- D5 - Increasing the provision of childcare, education and training through the medium of Welsh

Our Key Improvement Objective Priorities (KIOPs) are:

- Improving Learner Attainment
- To further reduce young people Not in Education, Employment or Training

Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Improved educational attainment	✓
Improved school attendance rates	✓
Reduced number of young people Not in Education, Employment or Training	Year 11 ✗ Year 13 ✓
Improved condition of schools	✓

Our Performance & Results for 15/16 / Improvement Planned for 16/17:

Goal: D1 Providing the best opportunities for lifelong learning & development for all

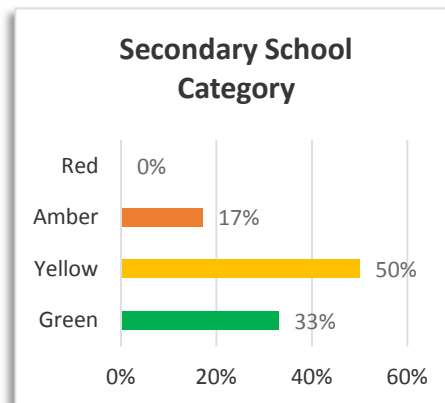
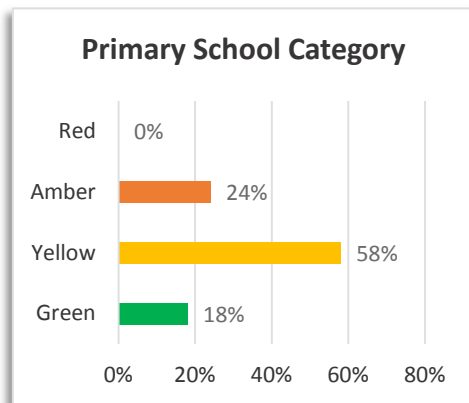
Our Review and Evaluation

For the second year in succession our school pupils achieved their best ever examination results at GCSE, achieving 61.1% against the key Level 2 Inclusive indicator (at least 5 number GCSE passes at grade A* to C including mathematics and language) with teacher assessments at all other key stages of education improving and comparing favourably with other authorities.

Children's services received another very good evaluation from the CSSIW. It was particularly pleasing to receive CSSIW's comments that "for children's services performance of the Council continues to be amongst the best in Wales".

Within our Modernising Education Programme major school development projects were completed at Ysgol Bro Dinefwr and Ysgol Dyffryn Aman, part of the major transformation of secondary education in the Dinefwr region, and at Burry Port Primary School and Ysgol Carreg Hirfaen, with thousands of children benefiting.

Welsh Government School Categorisation:



- ✓ At 77%, well over three quarters of our schools are now in a **Green or Yellow category**, 8% higher than 2014-15.
- ✓ The proportion of **Green schools** in Carmarthenshire has increased by 2% as compared to 2014-2015. (11661)

School inspections by **Estyn** were increasingly positive, with Brynaman Primary School being the first school in Carmarthenshire to be awarded the 'Excellent' judgement in both overall judgements, all three key questions and all ten quality indicators.

How did we perform during 2015/16?

The Council still sees improving learner attainment as a KIOP for the year ahead, as it is crucial to the development of education within the county. At a recent Members seminar in April 2016, Members identified this as a top priority closely linked to regeneration. Members wanted to ensure that investment continued to further develop our educational needs.



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP) We will improve Learner Attainment

Authority achieves best ever learner attainment

Best ever learner attainment

Education continues to be one of the highest priorities for the Council, equipping our young people with the skills and qualifications which will enable them to secure well paid jobs for their

future. We want Carmarthenshire to be a community where children are safe and nurtured and learners are able to achieve their full educational potential. We continue to achieve improvement in the measures below.

Key Measure of Success	Academic Year 2012/13	Academic Year 2013/14	Academic Year 2014/15			Academic Year 2015/16
	Results	Result	Target	Result	Progress	Target
% of pupils age 15 achieving Level 2 threshold including GCSE A*-C in English or Welsh and mathematics (L2i) (EDU/017)	53.9%	58.7%	61.1%	61.1%	Improved	61.6%

- ✓ Our result for 2014/15 (academic year) is a 4% improvement on the previous year's result and demonstrates our greatest success to date with this key indicator. Breaking through the '60% barrier' is an excellent achievement. It clearly represents the combined and focused efforts of our schools and officers on raising standards.
- ✓ This result is above the Welsh average and was the 7th highest in Wales.

Why this is important

% of pupils age 15 achieving Level 2 threshold including GCSE A*-C in English or Welsh and Mathematics is currently regarded as the key measure of achievement at the end of compulsory education. However, L2i will cease to be considered as the key achievement indicator as of 2017 when the revised 'Capped 9 Measure' comes into force.

In addition to this key measure we also need to improve the following attainment measures...

Performance Indicators (PI's)	Academic Year 11/12	Academic Year 12/13	Academic Year 13/14	Academic Year 14/15	2014/15 Welsh Average	Comments	Academic Year 15/16
% of pupils achieving the Foundation Phase Indicator (Year 2 achieving language, maths and personal development) (5.0.2.9)	80.0	81.6	84.1	86.8	86.8	Improved result compared to previous academic year, result equal to the Welsh Average.	87.3
% KS2 pupils achieving Core Subject Indicator (Year 6 pupils expected performance in English or Welsh first language, maths and science) (EDU/003)(OAG)	83.9	85.4	87.4	88.2	87.7	Improved result compared to the previous academic year. The core subject indicator at KS2 continues to improve and is at its highest ever level.	88.7
% KS3 pupils achieving Core Subject Indicator (Year 9 pupils expected performance in English or Welsh first language, maths and science) (EDU/004)(OAG)	74.3	77.1	84.5	85.1	83.9	Improved result compared to the previous academic year. Results at KS3 continue to improve and are at their highest point.	85.6
% of pupils achieving 5 or more GCSE's grade A*-C or vocational equivalent (L2) (5.0.2.2)(OAG)	69.5	78.0	84.7	87.0	84.1	Improved result compared to previous academic year, and above the Welsh Average and is our best ever result.	87.5
Eligible for Free School Meals							
% of pupils eligible for Free School Meals who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics (5.0.3.1)	n/a	29.3	28.9	33.7	31.6	Improved result compared to previous academic year, result and above the Welsh Average.	34.2

① [See School Performance and Achievement Report Academic Year 2014/15](#)

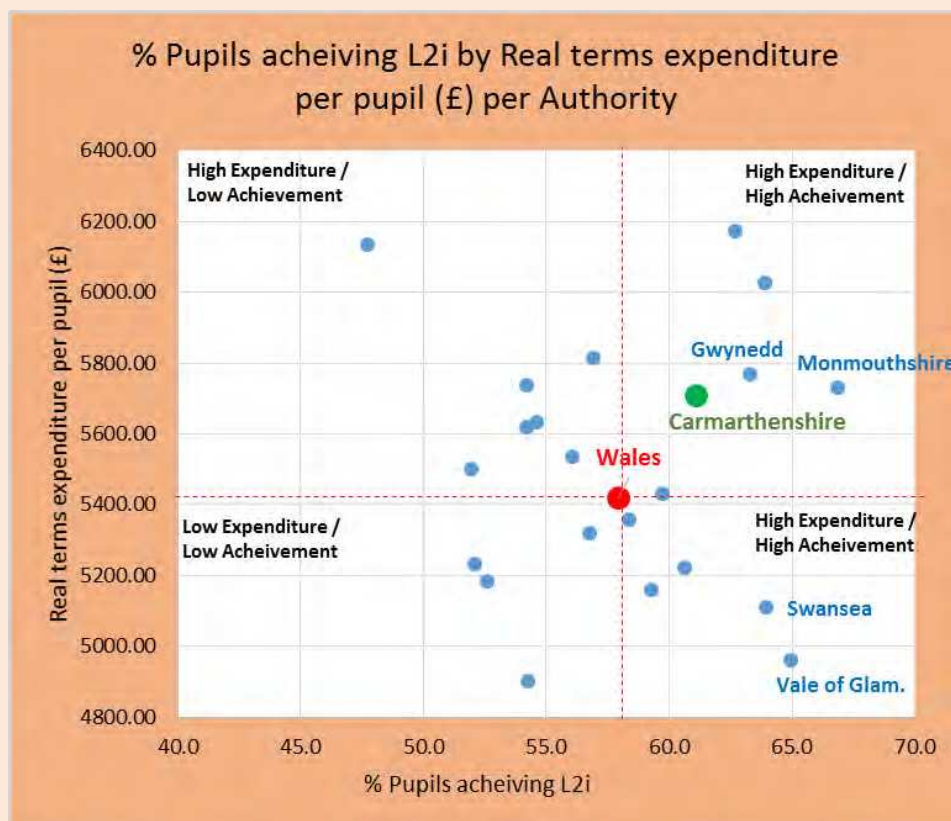
- ✓ Successfully improved the performance of pupils **eligible for Free School Meals (eFSM)** across nearly all Key Stages. This success reflects the impact of work undertaken in partnership focusing directly on higher achievement for this vulnerable group. Effective use of PDG funding encompassing a range of specific strategies and interventions underpins this success. (Action 11699, measure 5.0.3.1)

How do we compare with others

There are 22 Councils in Wales and Carmarthenshire's progress can be compared as follows:-

Table to compare results against key measures

Measures	Our 2014/15 result and change	How our results rank compared to 21 authorities in Wales and our change in position																						
		22 nd	21 st	20 th	19 th	18 th	17 th	16 th	15 th	14 th	13 th	12 th	11 th	10 th	9 th	8 th	7 th	6 th	5 th	4 th	3 rd	2 nd	1 st	
		Worst results										Best Results												
		Arrows start from our Academic Year 2013/14 position to our 2014/15 position																						
% Achieved the Level 2 inclusive threshold (EDU/017)	61.1 ↑ 2.4																							
% of pupils achieving the Foundation Phase Indicator (Year 2 achieving language, maths and personal development) (5.0.2.9)	86.8 ↑ 2.7																							
% Pupils achieving Key Stage2 Teacher Assessment (EDU/003)	88.2 ↑ 0.8																							
% Pupils achieving Key Stage3 Teacher Assessment (EDU/004)	85.1 ↑ 0.6																							
% of pupils achieving 5 or more GCSE's grade A*-C or vocational equivalent (5.0.2.2)	87.0 ↑ 2.3																							



Our relative Welsh ranking has improved for the L2, L2i and Foundation Phase Indicator. Despite continuing our upward trend in results for the KS2 and KS3 Indicators, our relevant Welsh ranking has declined. The upward 'jump' for each of these indicators was not as pronounced as in previous years.

How we compare in Wales for results and cost per pupil

Two Authorities achieved better results with a similar budget, Gwynedd and Monmouthshire, two very rural counties with fewer pupils, no urban centres, and lower efsm cohorts. Two Authorities achieved better

results on a lower budget; Swansea and Vale of Glamorgan, two counties that are geographically small and urban with lesser transport issues.

We delivered 20 out of our 28 KIOP commitments last year

Last Year's Commitments	Progress Comment
Continue to deliver our Modernising Education Programme / 21st Century Schools Plan	
We will increase the number of surplus places removed as result of Carmarthenshire's 21 st Century Schools reorganisation from 46 to 394 (4.3.1.7)	✓ 394 school places were removed overall as follows; 1120 places were removed, Llanfynnydd, 41, Llansawel, 60, Burry Port Primary, 98, Maes Y Gwendraeth, 464, Bro Dinefwr, 313, Dyffryn Aman, 144, however capacity increased by 726, Ffwrnes, 329, Strade, 397.
We will increase the % of schools graded as "Good" (Category A) or "Satisfactory" (Category B) for school building condition from 53% to 55% (4.3.1.8)	✓ The % has improved to 55% from 53% the previous year. This is a slow moving measure due to the time scales in improving and building new schools. New schools will not be opened each year, so results will be 'stepped' as each building project is due to be completed.
We will complete construction on the new Burry Port Community Primary School (11622)	✓ Construction was completed and pupils have occupied the new school building as per statutory notice from 01/09/15.
We will complete construction on Carreg Hirfaen Primary School (11623)	✓ Construction was completed on and the new school opened to pupils on 23 rd February 2016.
We will continue construction and refurbishment on Ysgol Maes Y Gwendraeth site (11620)	✓ Construction work is progressing well and remains on target for completion and full occupation by September 2018.
We will continue and complete construction of the new Ysgol Bro Dinefwr Secondary School (Completion Date January 2016) (11621)	✓ The Authority took ownership of the New school Building on Monday 22 nd February 2016.
We will complete construction of Ysgol Y Strade (11624)	✓ Refurbishment completed on target and was ready for occupation to staff and pupils at the start of the new 2015 academic term.
We will continue and complete construction of Ysgol Dyffryn Aman (11625)	✓ Construction Programme completed and the Official Opening took place on Monday 7 th December 2015.
We will commence construction on Coedcae Project, subject to business case approval by Welsh Government (11626)	✓ A £6.7million investment is being made in Coedcae School to include a new science block and refurbishment of the existing building. Phase 1 is progressing well on site with an existing building demolished and construction of the new science block underway.
We will commence construction on the Seaside Project, subject to business case approval by Welsh Government (11627)	✓ The Business case has been approved and Statutory consultation has been completed. Contractor started on site 22 nd February 2016.
We shall complete the provision of a vocational construction skills block at Bryngwyn School (11745)	✓ Construction works programme is progressing well and the completion date remains as August 2016.
We will aim commence work to construct new premises for Ysgol Trimsaran, a project with a value of £6.8 million subject to business case approval by Welsh Government. (11733)	✓ The Full Business Case was approved by WG on 29/01/16. Construction works are programmed to start on site in May 2016.
Improving School Attendance - Making every day count	
We will increase the % of pupil attendance in primary schools from 95% - 95.2% (EDU/016a)	✓ Result has improved from 95.0% to 95.2% compared to the previous year. This is the Local Authority's best ever result and is the 5 th best in Wales.
We will reduce the % of authorised absence in primary schools 4.3% to 4.1% (4.1.2.3)	✓ Result improved compared to previous academic year, 4.0% compared to 4.3%, due to an improved focus on attendance.
We will increase the % of pupil attendance in secondary schools from 93.9% to 94.2% (EDU/016b)	✓ Result has improved from 93.9% to 94.2% compared to the previous year. This is the Local Authority's best ever result, is above the Welsh average being the 9 th best in Wales.
We will reduce the % of authorised absence in secondary schools from 5.6% to 5.3% (4.1.2.2)	✓ Result improved compared to previous academic year, 5.1% compared to 5.6%, due to an improved focus on attendance.
Teacher Assessments and Examinations	
We will increase the % of pupils age 15 achieving Level 2 threshold including GCSE A*-C in English or Welsh and mathematics from 58.7% to 61.1% (EDU/017)	✓ Result has improved from 95.0% to 95.2% compared to the previous year. This is the Local Authority's best ever result and is the 5 th best in Wales.

We will increase the % of pupils achieving the Foundation Phase Indicator (Year 2 achieving language, maths and personal development) from 84.1 to 88.7% (5.0.2.9)	!	Result of 86.8% is slightly off target , however the performance achieved represents an improvement of 2.7 percentage points on the previous year's performance and is the Local Authority's best result to date .
We will increase the % KS2 pupils achieving Core Subject Indicator (Year 6 pupils expected performance in English or Welsh first language, maths and science) from 87.4% to 88.7% (EDU/003)	!	Result of 88.2% is off target however continues to improve , is above the Welsh average and is at its highest ever level .
We will increase the % KS3 pupils achieving Core Subject Indicator (Year 9 pupils expected performance in English or Welsh first language, maths and science) from 84.5% to 86.5% (EDU/004)	!	Result of 85.1% is off target however results continue to improve, is above the Welsh average and is at its highest point .
We will increase the % of pupils achieving 5 or more GCSE's grade A*-C or vocational equivalent from 84.7% to 87.4% (5.0.2.2)	!	Result of 87.0% is slightly off target , however has improved by 2.3 percentage points, is above the Welsh average and is our best ever result .
Implementing a consistent regional support, challenge and intervention framework		
We will accelerate the development of Education through Regional Working (ERW) regional school improvement service, including our participation in the West Hub, with a view to helping schools raise standards (11640)	✓	The initial development of `Western Hub Working` has matured greatly as a model across a range of key activities and provision areas in support of regional working. Collaboration between the Carmarthenshire and Pembrokeshire School Improvement Teams has strengthened with both Teams contributing to each other's provision and performance in valuable ways.
We will increase the number of Primary and Secondary schools in green and yellow support National School Categorisation System categories. (2014/15 had 69 Primary schools and 9 Secondary schools in the green and yellow support categories) (11661)	✓	The proportion of Green schools (National School Categorisation System) in Carmarthenshire has increased by 2% as compared to 2014-2015
Improving outcomes of Estyn School Inspections		
We will ensure that fewer schools are placed in ESTYN Local Authority Monitoring, Monitoring by ESTYN and statutory categories by ensuring early identification and intervention from school improvement professionals (11641)	✓	Reduced the number of schools placed in Estyn Local Authority Monitoring (15% from 16%)
Reducing fixed term exclusions		
We will minimise the % of school days lost due to fixed-term exclusions in Primary Schools from 0.008% to 0.007% (EDU/010a)	✗	Result has declined to 0.015%, unfortunately this year four schools had significant difficulties with a small number of pupils leading to an increased exclusion rate.
We will minimise the % of school days lost due to fixed-term exclusions in Secondary Schools from 0.039% to 0.037% (EDU/010b)	✗	Result has remained constant compared to the previous year. This is at a very low level of exclusion with results being in the top three in Wales for several years.
Developing values and skills for lifelong learning		
We will increase the % of 17 year olds who enter a volume equivalent to 2 A Levels and who achieve the Level 3 threshold (2 A levels grade A-E) from 98.6% to 99% (5.0.2.3)	✗	Result declined to 98.1% from 98.6% the previous year. However the Welsh average also declined and the LA's relative ranking in Wales actually improved two places to 4 th .
We will increase the % of pupils in Welsh-medium and bilingual primary schools transferring to Welsh-medium secondary schools (2014 result 91.8%) See the Welsh in Education Strategic Plan (WESP) for further information. (11628)	✗	Disappointingly, 2015 saw a reduction , from 91.8% to 85.25%, however we have no direct control over pupil/parent preferences.

Is anyone better off?

A child and young person's education attainment, including their ability to gain good qualifications, provides them with a solid foundation in which to pursue education and employment opportunities.

Everyone deserves to have the best chance in life. A good, high quality education forms part of that expectation. It not only allows young people to gain new knowledge and skills but it also extends their future life opportunities, enabling them to take a full and active part in community life, widen future education opportunities and preparing them for working life in the 21st century.

For the second year running, all Carmarthenshire school pupils who left education had an approved external qualification.

Statistics from [Stats Wales](#) shows that 33.6% of working age adults in Carmarthenshire have qualifications at NQF level 4+ in 2015 (32.6% in 2014). This shows a steady improvement on our 2005 figure of 22.8% but we continue to be lower than the Welsh average of 36.1%.

The percentage of working age adults with no qualifications in Carmarthenshire has reduced slightly again to 11.1% in 2015 from 11.2% in 2014.

How we plan to achieve the KIOP this Year


In particular this year we especially aim to improve the results of those pupils who are entitled to free school meals (eFSM)

What we will improve & how we will measure success	2016/17 (academic year 2015/16)
	Targets
Continue to deliver our Modernising Education Programme / 21st Century Schools Plan	
We will conclude the Dinefwr Secondary Schools Transformation Strategy by completing school modernisation investment at Ysgol Maes y Gwendraeth, to complement the significant investments at Ysgol Bro Dinefwr and Ysgol Dyffryn Aman which were completed in 2015, bringing to a conclusion the major reorganisation of secondary school provision in the region and an investment totalling £69 million in value. (12069)	March 17
We will invest around £19 million in major school construction and modernisation projects at Coedcae, Seaside, Trimsaran, Llangadog and Parc y Tywyn. (12070)	March 17
We will increase the number of surplus places removed as the result of Carmarthenshire's Modernising Education Programme (4.1.1.7) (2015/16 – 394)	141
We will increase the % of schools graded as "Good" (Category A) or "Satisfactory" (Category B) for school building condition.(4.3.1.8) This is a self evaluation based on a survey completed in 2010 by WG on behalf of the Authority. Definition of categories A – D: A - good (no deterioration) B - satisfactory (minor deterioration) C - poor (major deterioration) D - bad (life expired) (2015/16 – 55%)	56%
Improving School Attendance - Making every day count	
We will increase the % of pupil attendance in primary schools (EDU/016a) (Academic Year 2014/15 – 95.2%)	95.4%
We will reduce the % of authorised absence in primary schools (4.1.2.3) (Academic Year 2014/15 – 4.0%)	3.9%
We will increase the % of pupil attendance in secondary schools (EDU/016b) (Academic Year 2014/15 – 94.2%)	94.4%
We will reduce the % of authorised absence in secondary schools (4.1.2.2) (Academic Year 2014/15 – 5.1%)	5.0%
Teacher Assessments and Examinations	
We will increase the % of pupils age 15 achieving Level 2 threshold including GCSE A*-C in English or Welsh and mathematics (EDU/017) (Academic Year 2014/15 – 61.1%)	61.6%
We will increase the % of pupils achieving the Foundation Phase Indicator (Year 2 achieving language, maths and personal development) (5.0.2.9) (Academic Year 2014/15 – 86.8%)	87.3%

We will take forward the recommendations of the Foundation Phase report (12071)	31/03/17
We will increase the % KS2 pupils achieving Core Subject Indicator (Year 6 pupils expected performance in English or Welsh first language, maths and science) (EDU/003) (Academic Year 2014/15 – 88.2%)	88.7%
We will increase the % KS3 pupils achieving Core Subject Indicator (Year 9 pupils expected performance in English or Welsh first language, maths and science) (EDU/004) (Academic Year 2014/15 – 85.1%)	85.6%
We will increase the % of pupils achieving 5 or more GCSE's grade A*-C or vocational equivalent (5.0.2.2) (Academic Year 2014/15 – 87.0%)	87.5%
% of pupils eligible for Free School Meals who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics (5.0.3.1) (Academic Year 2014/15 – 33.7%)	34.2%
We will enhance outcomes for More Able and Talented pupils.(12072)	31/12/16
We will increase the % of pupils achieving the Level 3 threshold (2 A Levels grade A-E) (5.0.2.3) (Academic Year 2014/15 – 98.1%)	98.6%
Implementing a consistent regional support, challenge and intervention framework	
We will work to improve the quality of leadership and its impact on improving outcomes across the consortium (12073)	March 17
We will improve the proportion of schools with a Green or Yellow categorisation in the National School Categorisation System (12074)	March 17
Improving outcomes of Estyn School Inspections	
We will increase the % of Good or Better Outcomes in Estyn Judgments (12075)	March 17
Reducing fixed term exclusions	
We will minimise the % of school days lost due to fixed-term exclusions in Primary Schools (EDU/010a) (Academic Year 2014/15 – 0.015%)	0.013%
We will minimise the % of school days lost due to fixed-term exclusions in Secondary Schools (EDU/010b) (Academic Year 2014/15 – 0.039%)	0.037%
Developing values and skills for lifelong learning	
We will deliver literacy, numeracy and English for speakers of other languages (ESOL) courses for Carmarthenshire residents and in-comers to the County (12076)	March 17

Other key work for this goal

- ✓ **Numeracy and literacy standards** at Foundation Phase. Key Stage 2 and Key Stage 3 improved as measured by Teacher Assessment. Key Stage 4 and 5 key indicators also witnessed success. We have maintained a robust focus on promoting high quality teaching and learning through leadership seminars, development programmes and enhanced collaboration between schools and the LA/ERW. (11679)
- ✓ **Regional School Improvement Service:** We have continued to develop our partnership with ERW in support of raised standards across all of our schools. Such activity, in the main through the implementation of ERW Core Visits (support and challenge), has impacted well on the attainment and outcomes achieved by our learners. (11640)
- ✓ **National Curriculum** Commenced implementing the recommendations of the Donaldson review of the national curriculum into a vibrant and engaging local curriculum (11732)

 **School Attendance and exclusions:** See Goal D3 - Supporting parents and families to develop their children's learning

How do we know we made a difference? / Is anyone better off?

2015 has seen Glan-y-Môr pupils achieve outstanding success.

- ✓ It has been a truly exceptional year of results across GCSE, Key / Essential Skills and Welsh Baccalaureate Qualifications
- ✓ The top fifteen pupils achieved a staggering 100 A* and A grades.
- ✓ The improvement of the Key Level 2 inclusive Indicator over the last few years is a remarkable achievement. The school has doubled the most important performance measure over three years from 30% in 2012 to 60%.

What the pupils said.....



"I am so pleased with my results. Thanks to all the staff in the school for their support.

*They were fantastic" **Robbie Williams***

*"I am extremely happy with my achievements. Thanks to Glan-y-Môr I can now continue with my chosen career path!" **Tane Davies***

*"The school was brilliant. I am really happy. Thanks to everyone at the school I achieved everything I wanted." **Rebecca Roberts***

- ! For the **National Survey of Wales** question 'what they thought about the state of education in Wales?' Carmarthenshire had a score of 6.6 out of ten (the average score in Wales). 600 residents were asked in each Council in Wales.

Improvement for 2016/17

1. We will increase the % of 15/16 year olds achieving the `core` subject indicator. Those pupils achieving at least grade C in GCSE English or Welsh, Mathematics and Science in combination from 58.22% to 58.7% **(5.0.2.6)**
2. We will increase the average point score for pupils aged 15 at the preceding 31 August from 580.3 to 581.0 **(EDU/011)**
3. We will increase the number of people using Public Library Services during the year per 1,000 population from 6,806 to 7,274 **(LCL/001b)**
4. We will continue to hold all schools and ERW to account for further improving standards and outcomes for learners, intervening in schools where performance is not satisfactory **(12077)**
5. We will support schools, in tandem with ERW, to further improve outcomes for all pupils but with a particular emphasis on raising the achievements of pupils entitled to free school meals and looked after children. **(12078)**
6. We will continue with the design of the Carmarthenshire Curriculum in partnership with schools and other providers; to incorporate national policy developments as they emerge; achieve key milestones in line with the development strategy Palmantu'r Ffordd/Paving the Way and including publishing a Carmarthenshire Curriculum Declaration as an interim developmental step. **(12079)**
7. We will implement the actions detailed in the **Modernising Education Programme** for 2016/17 in relation to
 - Construction Projects , School Organisation Proposals, Business Cases, Data returns, School Capacity, Catchment areas and Estate management **(12080)**

Goal: D2 Improving skills and training to increase employment opportunities for all

In December 2013 the Council adopted the Swansea Bay City Region [Economic Development Strategy 2013–2030](#). In the strategy, **improving skills and training to increase employment opportunities for all** is seen as essential to develop a thriving and sustainable knowledge economy with high value-added employment will necessitate substantial improvements in our skills levels, such that local people can offer the skills and expertise that knowledge-intensive businesses require.

Adult Community Learning (ACL)

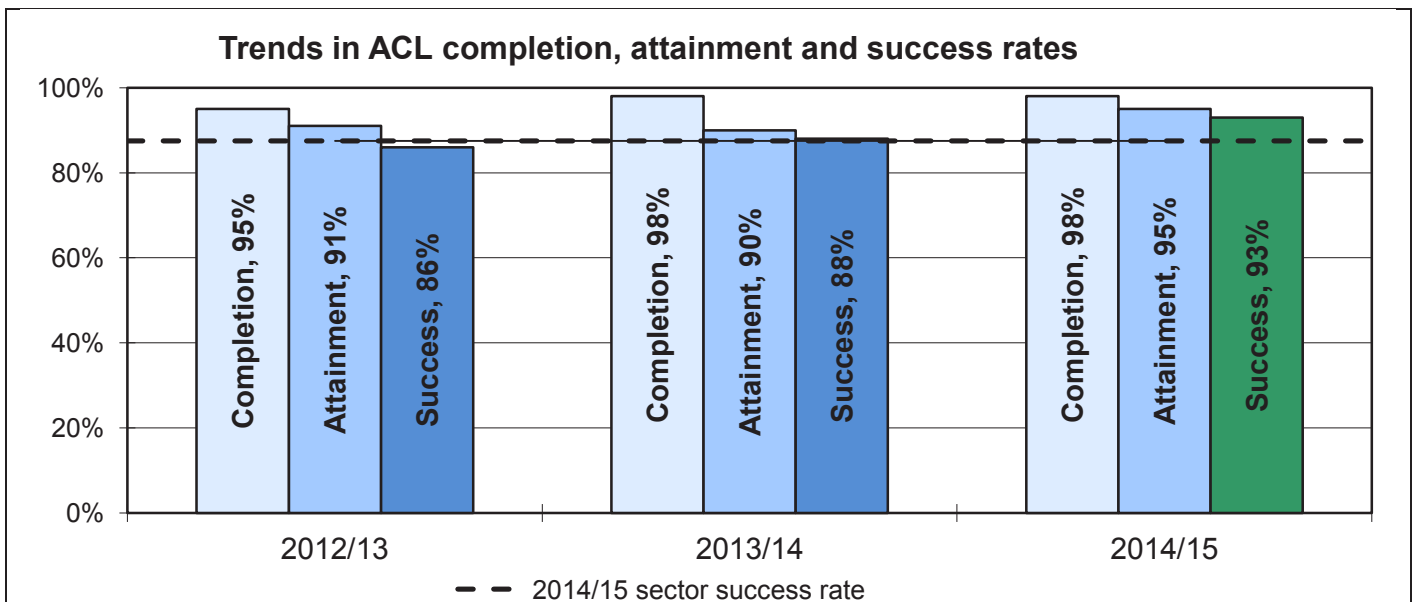
The emphasis of Local Authority course provision continues to be the long-term personal development of learners to enable them to progress to further education, training or employment. This includes support for literacy, numeracy and English for Speakers of Other Languages. The Adult Community Learning Service has 218 active enrolments on approximately 19 courses. 281 learners completed on 27 courses at the end of the Autumn term.

The Welsh for Adults provision currently has 292 individual learners enrolled on 31 courses. Welsh for Adults provision across Wales will be subject to major change in the 2016-2017 year, with a new all Wales entity established to oversee provision, replacing the existing four regional centres.

Our Review and Evaluation for 2015/16

We have achieved our best ever Adult Community Learning (ACL) Results. There has been continuous improvement for the last 5 years:-

Adult Community Learning (ACL)



- *Completion*: of all the learning activities which started, how many were completed (the learner was still there at the end of the course)?
- *Attainment*: of the learning activities which were completed, how many resulted in the learner achieving the qualification they were aiming for?
- *Success*: this combines completion and attainment into a single overall measure: of all learning activities that were started, how many were successfully completed and achieved?

How did we perform during 2015/16?

- ✓ Secured an allocation from the Education **Improvement Grant** for 14-19 related activity including collaborative courses to meet the requirements of the Welsh Governments Learning and Skills Measure. (11876)
- ✓ Acted on the Recommendations of the Welsh Governments *Young People NEET Findings from a review of Councils in Wales* report:

It's very important to improve skills and training in order to increase the employment opportunities for young people. This has been identified as a Key Improvement Objective Priority for 2016/17.



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP) We will further reduce young people Not in Education, Employment or Training

There is an imperative for the County to renew efforts to reduce the number of young people who become NEET. This work will be supported by curriculum review initiatives currently being developed by the Department for Education and Children and a range of work-related education programmes being delivered by the Regeneration Team. Additionally, activities delivered via the regional Cynnydd European Social Fund project will assist young people in progressing to further education, training and employment during the Post 16 education phase.

Key Measure of Success	Academic Year 2012/13	Academic Year 2013/14	Academic Year 2014/15			Academic Year 2015/16
	Results	Result	Target	Result	Progress	Target
% of Year 11 leavers Not in Education, Employment or Training (NEET's) (5.1.0.1)	3.0% (65 / 2198)	3.4% (69 / 2016)	3.0%	3.5% (69 / 1962)	Declined	3.0%
% of Year 13 leavers Not in Education, Employment or Training (NEET's) (5.1.0.2)	5.5% (40 / 727)	6.0% (46 / 767)	None set	2.8% (21 / 761)	Improved	2.6%

There has been a slight increase (0.1%) in the percentage of year 11 pupils becoming NEET, though the actual number of pupils remains the same as 2014 (69 pupils became NEET).

There has been a very positive result (2.8%) for the percentage of year 13 pupils becoming NEET compared to the previous year (6.0%).

Why this is important

The Welsh Government's Youth Engagement and Progression Framework focuses on reducing the number of young people aged 11 to 25 who are not engaged in education, employment or training (NEET) in Wales.

Reducing the number of young people becoming NEET on leaving year 11 is thus essential to maximise the life opportunities for this cohort. Ensuring that as many young people as possible are able to progress to school 6th forms, FE Colleges, training provision or work helps ensure that learners at statutory school leaving age do not experience the effects of poverty and can contribute to their communities and the wider economy. Ensuring participation in employment, education and training post 16 also reduces the wider costs to society caused by reliance on benefits and the personal and public costs of offending.

How do we compare with others

- **Year 11** - Carmarthenshire now ranks 18/22 LA's in Wales and above the All-Wales average of 2.8%. While there are a range of local circumstances that have contributed to our own performance, we will need to look into why many of the other LA's are showing very significant decreases in the numbers for this KPI and ask WG colleagues for assistance. (link to Action re. new Vulnerable Young people panel below)
- **Year 13** - On completion of Year 13, our performance ranks 3rd of 22 LA's and is above the Wales average of 3.7% and an improvement on our 2014 performance of 4% of cohort.

Is anyone better off?

Case study

The young person was identified by a School-based youth worker who was working with his sister. He had not attended school for two years after being removed by his mother to be elected home educated. However, no education took place and as a result he had become cut off from the outside world. He lives at home with his mother and two sisters and has had quite a chaotic upbringing which has led to the issues around social exclusion. Due to the chaotic upbringing he finds it hard to trust people and would not engage with anyone outside the family. He was receiving support from Child and Adolescent Mental Health Services (CAMHS) for mental health issues.

Following one-to-one support and recreational sessions he has managed to over-come many of his fears around social inclusion. He has managed to develop many life skills like having his own bank account for him to be able to save and spend his own money; making appointments and seeing them through, e.g. having an eye-test and glasses; socialising with new young people and re-engagement into education by starting on a traineeship with 'LRC' training.

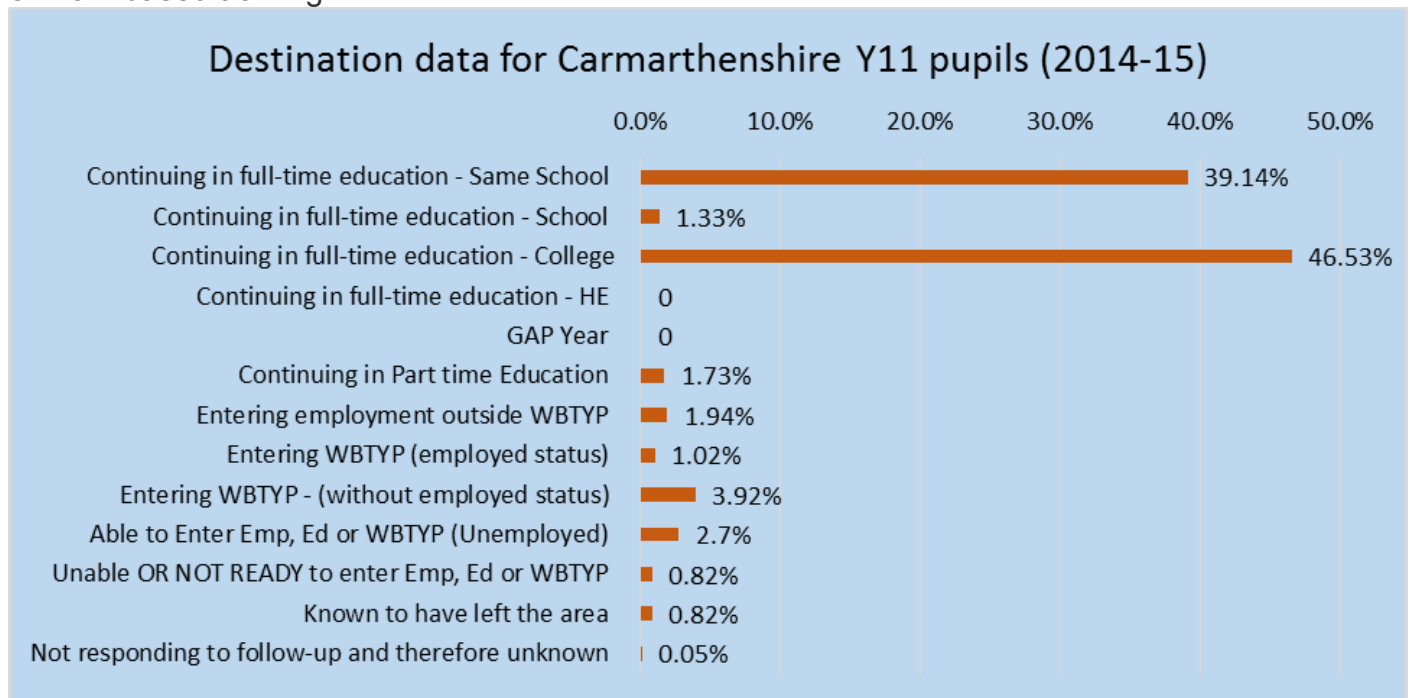
How we plan to achieve the KIOP this Year

What we will improve & how we will measure success	2015/16 (academic year)
	Targets
We will reduce the % of Year 11 leavers Not in Education, Employment or Training (NEETs) <i>(5.1.0.1)</i>	3.0%
We will reduce the % of Year 13 leavers Not in Education, Employment or Training (NEETs) <i>(5.1.0.2)</i>	2.6%
We will fully implement the Vulnerability Assessment Profile in all Secondary Schools for Years 7-11 to ensure early identification of all young people who may become NEET. <i>(12081)</i>	Sept 2016
We will update and expand the Carmarthenshire Provision map and hosting of a web-based resource highlighting this information via the Un Sir Gar hub. <i>(120821)</i>	Oct 2016
We will implement the Carmarthenshire Cynnydd European Social Fund (ESF) Project elements to reduce the number of young people who become NEET. <i>(12083)</i>	March 2017
We will support the development of the regional Cam Nesa European Social Fund (ESF) project to deliver employability skills for 16-25's who are currently NEET. <i>(12084)</i>	March 2017
We shall support care leavers where possible to ensure that they are in education, training or employment at 12 months after leaving care <i>(SCC/34a)</i>	New Measure
We shall support care leavers where possible to ensure that they are in education, training or employment at 24 months after leaving care <i>(SCC/34b)</i>	New Measure
We will ensure a new Vulnerable Young Peoples panel be put in place to co-ordinate support for vulnerable young people in Key Stage 4. <i>(12085)</i>	March 2017

How do we know we made a difference? / Is anyone better off?

What happened to school leavers from 2014/15?

96.5% of year 11 pupils (from Academic Year 2014-15) went on to further education, employment or work based training.



Improvement for 2016/17

1. We shall implement the actions identified in the Carmarthenshire Youth Engagement and Progression Framework Plan for the period 2016-2017, including full take up of the Vulnerability Assessment Profile. (12086)
2. We shall support partnership working with the other providers of adult community learning through the continuing management of the Carmarthenshire Adult Community Learning Group. (12087)
3. We will complete a review of the 11-19 Curriculum in Carmarthenshire. (12088)
4. We shall deliver a programme of activities for the Carmarthenshire Seren Hub. (12089)

Goal: D3 Supporting parents & families to develop their children's learning

The Authority remains committed to **supporting family life** where children and young people continue to reside within their own families and communities whenever it is safe to do so, through providing a range of early intervention and preventative services, thus minimising the need for statutory intervention.

Our Review and Evaluation for 2015/16

We have supported families through a range of **targeted interventions** through the Flying Start, Families First, Integrated Family Support Services and other programmes, sustaining families and reducing the potential impact of disadvantage on public services.

 Please see Goal: C1 Ensuring each child has the best start in life & Health Theme

Childcare provision in Carmarthenshire is delivered in partnership with private, voluntary and statutory sectors, and has continued to develop. As at March 2016 we have:

- **107** registered child minders (with **553** places)
- **36** registered full day nurseries (with **1,288** places)
- **43** registered out of school clubs (with **1,294** places)
- **63** registered sessional care placements (with **1,171** places) includes Flying Start settings
- **249 Total providers**, with **4,306** registered places

How did we perform during 2015/16?

- ✓ Our **Education Welfare Service (EWS)** was remodelled just over two years ago and continues to develop, providing support to 116 schools in Carmarthenshire on attendance issues (total of over 27,109 pupils).
 - EWS works in partnership with children, families, schools, communities, statutory and other agencies to try and reduce persistent non-attendance and ensure educational entitlement.
- ✓ All parents are provided, by schools, an annual report to parents that informs them of their child attendance, outcome of teacher assessments (Years 2,6 & 9), examination results and other information
- ✓ Primary **School attendance** has improved to 95.2% ranked 5th in Wales whilst Secondary attendance is at 94.2% ranked 9th in Wales. The percentage of primary schools in the 1st and 2nd benchmarking quartiles have improved considerably with 56% in these quartiles as compared to 40% in 2012/13. For 2014-15, 8 out of 12 secondary schools performed at or above their expected benchmark with 6 schools in the 1st or 2nd quartile as compared to 1 in 2012-13. (*EDU/016a, EDU/016b, 4.1.2.3, 4.1.2.2*)
- ✓ Primary **School attendance** has improved to 95.2% ranked 5th in Wales whilst Secondary attendance is at 94.2% ranked 9th in Wales. The percentage of primary schools in the 1st and 2nd benchmarking quartiles have improved considerably with 56% in these quartiles as compared to 40% in 2012/13. For 2014-15, 8 out of 12 secondary schools performed at or above their expected benchmark with 6 schools in the 1st or 2nd quartile as compared to 1 in 2012-13. (*EDU/016a, EDU/016b, 4.1.2.3, 4.1.2.2*)
- ✓ 'Area 43' commissioned to provide a professionally accredited **school based counselling service** to young people from 10 to 18 years of age.



You wanted to be able to express a preference when applying for a school place for their child.

We are implementing a change to the school admissions process to allow parents to express a 1st, 2nd, and 3rd choice when applying for a school place

- ✓ Over the last year there have been 9,486 visits to the **Family Information Service (FIS)** website and 40,620 page views with 67% being new visits.

ATTENDANCE IMPROVES AT CARMARTHENSHIRE SCHOOLS



Attendance figures across Carmarthenshire have improved with schools reporting an all-time high of 94.1%. Parents and carers are being thanked for their co-operation in helping the county achieve the figures, which are well above the Welsh average of 93.8%. It comes as new Welsh Government data shows that the number of pupils being absent from secondary schools across Wales is at the lowest level ever recorded. Education Minister Huw Lewis has welcomed the falling rate as excellent news.

Carmarthenshire's education executive board member Cllr Gareth Jones said: *"Improving attendance has been a key priority for Carmarthenshire and further improvement in attendance rates has been realised with our schools achieving an all-time high of 94.1% which is well above the Welsh average of 93.8%.*

"Authorised absence has improved and our unauthorised absence rate is still one of the best in Wales.

"This is primarily due to co-operation from parents and carers, the diligence of schools and input from the local authority's Education Welfare Service and school data team.

"I would like to personally thank all those involved in helping schools achieve these attendance rates."

The main responsibility of the Education Welfare Service (EWS) is to promote regular attendance at school.

Officers give support and advice on regulations regarding non-attendance, child employment, performance, and chaperones.

To secure regular school attendance, they work in partnership with pupils and their families, schools, community support services and other professionals such as social workers, youth services, and educational psychologists.

A school may refer a family to the EWS if a child's school attendance is of concern.

Improvement for 2016/17

1. We shall continue to promote regular school attendance to maximise educational opportunities and child welfare, robustly challenging poor attendance and persistent absenteeism. (12090)

Please also see Goal: C1 Ensuring each child has the best start in life (EDU/16a, 4.1.2.3, EDU/016b & 4.1.2.2)

2. We shall pilot the 'Holiday Hunger' programme, supporting families and children during school vacations to cook healthy meals, particularly aimed at eFSM. (12091)
3. We shall further develop the family engagement programme to support families to engage in education. (12092)

Goal: D4 Developing an Inclusive Society

The Authority ensures that all children of compulsory school age receive education that is appropriate to their age, abilities and any additional educational needs, and promotes high standards in the provision of education and the welfare of children.

Our Review and Evaluation for 2015/16

Garreglwyd is a **specialist education facility** for up to 24 children and young people age 11+ on the Autistic Spectrum. As well as attending as day pupils, the facility also provides accommodation on site for up to six pupils with complex needs who have been assessed as requiring 24 hour care. It provides a nurturing environment where all pupils /residents are valued, supported, challenged, and where they can gain the foundation of skills, knowledge and

values essential to progress in and out of school, and the opportunity to reach their maximum potential.

The specialist education facility at Garreglwyd has moved from Maes Y Gwendraeth to the new Bro Dinefwr campus and is called 'Canolfan Cothi', and following a transition period children commenced at the new facility on 24th February 2016.

The Catering Services installed a **cashless school meal system** in Ysgol Gyfun Emlyn in October 2015, ensuring that cashless catering is available in all Secondary schools. The uptake of free school meals has improved as a result of this non stigmatising system.

In March 2016, Carmarthenshire had 918 learners with **Statements of Special Education Needs (SEN)** out of a total school population of 27,109. This figure has decreased since March 2015 when we had 1,007 statements. Approximately half of these statements are amended every year.

How did we perform during 2015/16?

Disabled Young people

- ✓ We continued to develop a partnership approach with key stakeholders including Coleg Sir Gar, Careers Wales and Hywel Dda health board to implement the 'Unlocking the Potential' report this year. We have regular meetings to try and address many of the practical issues presented within the Unlocking the Potential report.

Sensory Impairment Service

- ✓ The **Sensory Impairment Service** continues to work effectively with colleagues within children's services, education and health, supporting children from 0-19 yrs who have a visual or hearing impairment, or a combined hearing and vision loss (MSI). The service provides specialist teaching and support services to ensure children with hearing or visual impairment have access to high quality, teaching and learning experiences and are enabled to reach their full potential as young adults leading healthy and fulfilling lives.

Additional Learning Needs

- ✓ The **% of final statements of special educational need issued within 26 weeks (including exceptions)** exceeded our target of 25.0% during 2015/16 at 34.8% compared to 22.9% in 2014/15. However, results again reflect the difficulties experienced by Health in recruitment and retention of doctors working in paediatrics and administrative staff in this locale. Pupils wait a long time for medical assessments and there are also long delays in typing up reports even after a medical is completed (*EDU/015a*)
- ✗ The **% of final statements of special educational need issued within 26 weeks (excluding exceptions)** did not meet our target of 90.0% but has improved during 2015/16 at 80.0% compared to 75.0% in 2014/15. There has been a number of delay's receiving information from professionals (*EDU/015a*)

Free School Meals

- ✓ During the year we have been looking into the cost/benefit of introducing **online payments for school meals**, which we believe is an essential step in modernising the service, making it easier and more convenient for parents to pay, and delivering other back office improvements including income reconciliation and debt management. We will develop a business case during 2016-17.

Children & Young People's Participation

- ✓ We have further developed our strategic approach to engaging with children and young people in decisions that affect them. The **Children & Young People's Participation Strategy** was developed and approved at full Council, spelling out what our priorities are and how we will deliver on them. A **Children's Rights Promise** was also agreed by the Council and work to put this into action will take place in 2016-17.

Alisha at UK Youth Parliament

Alisha Gibbons 14 from Tycroes and a member of Carmarthenshire Youth Council represented Carmarthenshire and Wales at the UK Youth Parliament debate and vote to decide which two issues should become the UKYP's priority campaigns for 2015, on Friday 13th November.

Alisha joined 300 Members of the UK Youth Parliament aged 11-18 who took part in a debate in the House of Commons.

Even though Alisha was one of twenty four young people to from Wales to be elected, she was the only young person from Wales to be elected as a debate lead at the Commons Chamber meaning she spoke at the dispatch box where the Prime Minister, the cabinet and the shadow cabinet speak from.



Respite

- ✓ Our two respite centres **Llys Caradog and Blaenau** have continued to provide planned, overnight respite for disabled children aged 5-18 years living in Carmarthenshire. The centres are continuing to build valuable links with the local community.

The Minority Ethnic and Traveller Achievement Service

- ✓ In Carmarthenshire there are over 1,105 pupils on the English as an Additional Language (EAL) register. 324 primary school pupils and 165 secondary aged pupils are in receipt of support in 45 Primary schools and 10 Secondary schools.
- ✓ There are currently 166 Gypsy/Traveller children on roll in schools across the county. The service works with 6 secondary schools and 8 primary schools to raise the attendance and achievement of eligible Gypsy and Traveller children and young people. Close working with families and other agencies helps to support with these key areas.

Behaviour Support

- ✓ The Behaviour Support Community Team (BSCT) works with schools to support them in changing the behaviour of individual pupils by working with the pupil, their parents/carers and school staff. The Team provide advice and support on group/whole class management techniques and whole-school policy development. The Team provides training and professional development opportunities. It works with individual schools to devise bespoke training in response to need.
- ✓ During the 2014/15 Academic Year 68 cases were worked with either directly or in an advisory capacity with 99 referrals in total (80 referrals from primary schools and 19 from secondary schools)..

Women's Worker

! A **Women's Worker** is employed by Action for Children and commissioned by Carmarthenshire County Council to work with, and provide support to women referred, who have had –

- more than one child removed from their care, or
- are currently in court proceedings, or
- are at risk of losing their children.

Disabled young people

! **Disability support** – includes specialist parenting support in the home (Tim Camau Bach). To facilitate communication, bonding, attachment and interaction between parents and children 0-12 yrs, strategies to manage behaviours, programmes to promote child development; one to one support for disabled children to access their local mainstream pre-school settings, specialist groups for after-school / holiday schemes; Giant Steps – for young people aged 11-19 years with high functioning autism, Aspergers, ADHD, social communication difficulties or at risk of being NEET, group based and individual support, bespoke interventions.

Families First programme and Youth Service developments

! This year we have established and consolidated new services for children and young people with learning difficulties as part of the Families First programme. The Giant Steps project works with disabled Children and Young people who do not require statutory services but would benefit from some positive activities and support on both a one to one and group basis. In addition, we continue to work with our Youth Service who have a responsibility around NEET prevention for all children and young people, including those who are disabled. We have developed proposals as part of the regional Cynnydd programme which will build upon this work in the future.

Improvement for 2016/17

1. We shall ensure that **all pupils** aged 15 who leave compulsory education, training or work based learning with an **approved external qualification** (EDU/002i)
2. We shall ensure that all Looked After Children, educated by the LA, age 15 leave compulsory education, training or work based learning without an approved qualification (EDU/002ii)
3. We will aim to ensure that every **permanently excluded pupil** receives an offer of full time appropriate education provision within the required timescale (EDU/009a)
4. We will increase the % of final statements of special educational need issued within 26 weeks including exceptions from *34.8 to 40.0% (EDU/015a)
5. We will increase the % of final statements of special educational need issued within 26 weeks excluding exceptions from 80.0% to 90.0% (EDU/015b)
6. We shall increase the % of children receiving care and support achieving the core subject indicator at key stage 2 (SCC/29a)
7. We shall increase the % of children receiving care and support achieving the core subject indicator at key stage 4 (SCC/29b)
8. We shall enhance programmes for safeguarding in schools and other settings to fully embed safe recruitment practices and strategies to meet the Prevent duty to protect children and young people from the risks of radicalisation. (12094)
9. We will complete a review of behaviour management services and present proposals to reform provision. (12095)

Goal: D5 Increasing the provision of childcare, education and training through the medium of Welsh

Our Review and Evaluation for 2015/16

We are increasing the provision of:

- **Childcare** as we continue to improve year on year on the number of Welsh speaking childminders, full day care, seasonal care and out of school care that is provided within the County.
- **Education** we have seen a continuous improvement in Welsh first language at KS3 over the past 4 years. There is also an improvement in Welsh first language at KS2.

- **Training** is continuing to be provided through the medium of Welsh. The Welsh for Adults provision currently has 292 individual learners enrolled on 31 courses.

The **Welsh in Education Plan 2014-2017** has been reviewed during the last 12 months:-

- ✓ The Welsh medium primary schools language charter '**Codi Caerau**' was launched and both the secondary school and 2nd language Welsh charters have been drafted.
- ✓ A comprehensive pack of materials have been drafted to promote the value of a bilingual education.
- ✓ The number of 7 year old pupils receiving Welsh medium education has increased.
- ✓ High performance has been maintained in Welsh 1st and 2nd language.
- ✓ The % of learners following 1st language Welsh at Key Stage 3 has increased to 43%.
- ✓ The % of learners studying 5 GCSE's through the medium of Welsh has increased to 61.5%
- ✓ The % of learners achieving expected levels at Key Stages 2, 3 and 4 have improved.
- ✓ Issues identified in the monitoring report will be the focus of the Department's work in 2016/17. This will be coordinated through our Welsh in Education Forum.

How did we perform during 2015/16

Childcare

In the main, we have increased the number of **Welsh** childcare services which are provided within the County (last year's figures shown in brackets):-

- ✓ 107 registered childminders with **53** (43) of these registered as Welsh speaking childminders with **283** (256) Welsh medium child care places out of a total of 532
- ✓ 35 registered full day care with **16** (13) of these registered as Welsh speaking full day care with 547 (524) Welsh medium child care places out of a total of 1,288
- ✓ **83%** (82%) (52 Welsh / 63 in total) of **sessional care** is registered as Welsh speaking with **981** (1,076) Welsh medium child care places out of a total of 1,168
- ✗ **53%** (56%) (23 Welsh / 43 in total) of **out of school care** is registered as Welsh speaking with **636** (625) Welsh medium places out of a total of 1,294

Care and Social Services Inspectorate Wales (CSSIW) noted:

It is pleasing to report that there has been growth (in Carmarthenshire) in both the number of registered childcare providers and places since 2014-15. Given the current economic climate, this is hugely encouraging.

Education

Welsh is taught as a subject to every pupil up to the end of Year 11 in accordance with the requirements of the National Curriculum. . The table below provides an overview of the language categories within both primary and secondary schools within the County.

School Language Category	Number of Primary schools	Number of Secondary schools
Bilingual (2A)	-	3
Bilingual (2B)	-	2
Welsh Medium (WM)	57	-
English medium with significant use of Welsh (EW)	5	3
English Medium (EM)	25	4
Dual Stream (DS)	10	-
Transitional School (TS)	4	-

- ✓ Completed construction of the new **2B bilingual** category school (80% of subjects are taught through the medium of Welsh but are also taught through the medium of English) Ysgol Bro Dinefwr which is located in the village of Ffairfach.
- ✓ Children in the Cwmann area have moved into their new £5.7million **Welsh Medium** primary school. Ysgol Carreg Hirfaen was delivered through Carmarthenshire County Council's Modernising Education Programme.
- ✓ Commenced procedures to process statutory proposals to amalgamate the infants and junior schools in Llangennech into a new **Welsh medium** primary school.
- ✗ Disappointingly, 2015 saw a reduction in pupils in Welsh-medium and bilingual primary schools **transferring to Welsh-medium** secondary schools, from 91.8% to 85.25%, however we have no direct control over pupil/parent preferences.



Training

- ✓ The Welsh for Adults provision currently has 292 individual learners enrolled on 31 courses.
- ! Welsh for Adults provision across Wales will be subject to major change in 2016-2017, with a new all Wales entity established to oversee provision, replacing the existing four regional centres.

Improvement for 2016/17

1. We shall increase the percentage of pupils to receive a **teacher assessment in Welsh** (first language) at the end of **Key Stage 2** from 51.9% to 52.4% *(EDU/006i)*
2. We shall increase the percentage of pupils to receive a **teacher assessment in Welsh** (first language) at the end of **Key Stage 3** from 43.2% to 43.7% *(EDU/006ii)*
3. We will publish the drafted **Welsh Medium Secondary school and Welsh 2nd Language Charters**. *(12096)*
4. We will complete statutory procedures to **change the language category of Ysgol Bro Myrddin** from bilingual (2A) to Welsh medium (WM). *(12097)*
5. We will continue to advance the objectives of the Welsh in Education Strategic Plan. *(12098)*

Outcome E: People who live, work and visit Carmarthenshire are safe and feel safer...

Carmarthenshire remains one of the safest areas in the UK. However, we must not become complacent and we need to continue to work together with partners to address problems identified by local communities.



Goals: (as agreed in the Integrated Community Strategy with partners)

- E1 - Maintaining and striving to reduce further the levels of crime that are amongst the lowest in England and Wales
- E2 - Improving the confidence of local communities that we are tackling the issues that matter most to them and impacting on crime levels
- E3 - Reducing anti-social behaviour by working in partnership to tackle local problems
- E4 - Reduce the incidences of alcohol-related violence
- E5 - Safeguarding all people from abuse, victimisation, neglect & exploitation
- E6 - Reducing speeding and the number of road traffic accidents

Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Appropriate support provided to children, young people and families as required	✓
Reduction in road casualties	Awaiting results
Reduction in total recorded crime	✗
Reduction in anti-social behaviour	✓

Outcome: People who live, work and visit Carmarthenshire are safe and feel safer...

Working in partnership continues to be the best way to sustain Carmarthenshire as being one of the safest places to live, work and visit and therefore our priorities and goals remain closely aligned to those of our partners and with the Integrated Community Strategy.

Counter-Terrorism and the new Prevent Duty

We continue to work closely with partners to address counter-terrorism issues locally. Following the introduction of the 'Counter Terrorism and Security Act 2015', we are beginning to implement the new 'Prevent Duty' which requires us and other 'specified authorities' to have 'due regard to the need to prevent people from being drawn into terrorism.'

- An action plan is being developed to ensure we comply with the Duty and raising awareness, wider training for staff and referral processes are among the issues being considered.
- As required by the Act, we have established a multi-agency Channel panel.
- The local Council-led multi-agency panel is offering support to the small number of individuals identified as being at risk of radicalisation.

Our Performance & Results for 15/16 / Improvement Planned for 16/17:

Goal: E1 Maintaining and striving to reduce further the levels of crime that are amongst the lowest in England and Wales

There has been an increase of 10.1% in recorded crime during the year, largely as a result of changes in recording data by the police to improve accuracy of recording.

In 2015/16 crime figures were as follows:-

Recorded crime	2014/15	2015/16	
	7,381	8,128	Increased by 10.1%

The most commonly committed types of crime in Carmarthenshire are as follows:-

Carmarthenshire	Fiscal Year 2014/15	Fiscal year 2015/16	Crimes Change	% Change	Increase/ Decrease
Arson and Criminal Damage	1,316	1,503	187	14.2%	↑
Domestic Burglary	227	262	35	15.4%	↑
Burglary Non dwellings	299	320	21	7.0%	↑
Drug Offences	1,092	949	-143	-13.1%	↓
Miscellaneous crimes against society	133	148	15	11.3%	↑
Possession of weapons	53	44	-9	-17.0%	↓
Public Order Offences	360	272	-88	-24.4%	↓
Robbery	13	9	-4	-30.8%	↓
Sexual Offences	276	328	52	18.8%	↑
Theft	1,553	1,779	226	14.6%	↑
Vehicle Crime	373	311	-62	-16.6%	↓
Violent Crime	1,686	2,203	517	30.7%	↑
Total	7,381	8,128	747	10.1%	↑

Source - Dyfed-Powys Police Unitary authority performance summary - March 2016

The increases seen in certain reported crimes continue to be in line with national trends and, it is believed, are as a result of the introduction of a new way of recording crime more accurately. There was a significant process change to crime recording practices within Dyfed-Powys, following recommendations from Her Majesty's Inspectorate of Constabulary. This administration / process change has had an impact on recorded crime figures in 2015, prompting an increase in recorded crime volumes therefore making any comparisons with 2014 less valid.

As a Council we work with our community safety partners to further reduce the levels of crime:-

- ✓ Trawsnewid/Transform - the Integrated Offender Management scheme, which deals with the offending behaviour of our most prolific offenders - has continued to perform well over the year. The latest performance data (12 month period ending in December 2015) shows that crimes have reduced by 89, with a cost of crime saving of over £800,000. Developments over the year have included:-
 - improved engagement by agencies including Housing and Social Services
 - links with the management of serious violent offenders and the adult substance misuse service.
 - Work experience placements
 - daily briefings are now being attended by the Youth Support Service
- ✓ The White Ribbon Campaign against domestic abuse has been supported, with councillors and officers signing a pledge not to commit or condone violence against women and girls

Improvements for 2016/17

1. We will obtain 'White Ribbon Campaign' Town Award for the County which demonstrates the commitment of the Council and its partner organisations to tackle domestic abuse, particularly involving men and boys and working to end violence against women. (11724)
2. We will promote crime prevention projects, including scams and protecting vulnerable people and properties. (12099)

Goal: E2 Improving the confidence of local communities that we are tackling the issues that matter most to them and impacting on crime levels

The Police Effectiveness, Efficiency and Legitimacy (PEEL) assessments, which have recently been conducted by Her Majesty's Inspectorate Constabulary (HMIC), commented favourably on partnership working:

"Inspectors found evidence of a well-motivated and experienced police workforce working with partners to prevent crime and promote community safety. For example, joint work with the community mental health team means that those suffering from mental health problems have direct access to treatment pathways; this avoids them being detained in police cells while awaiting medical assessment."

Progress for 2015/16 includes:-

- ✓ Police and Trading Standards officers have been visiting potential vulnerable victims subjected to scams received in the post, on the internet and from phone calls. The pilot was introduced in the Ammanford area and is now being set up in Llanelli. There are over 600 potential victims in Carmarthenshire.
- ✓ Trading Standards officers have issued tips and advice to help people avoid falling victim to cyber crime which is an increasing problem. Trading Standards also investigate cyber crimes through the Council's digital forensic unit – the only one in Wales.

- ✓ ‘Holiday Watch` which is a pioneering security equipment loan scheme was established by the Police’s Neighbourhood Development Team with the support of the Community Safety Partnership (CSP). The scheme is aimed at anyone who has poor security measures or people with a high level of fear of a crime happening when they are away on holiday.
- ✓ Neighbourhood Policing Teams have continued to promote various ways of engaging with local residents and these include:-
 - A new Community messaging system, which replaces Online Watch Link – OWL
 - Mobile police station van which is now operational and in use in different parts of the county which will help to increase engagement with local communities.
 - Social media which is used by local neighbourhood policing teams to highlight key crime prevention messages, what’s going on locally and particular issues.

Improvements for 2016/17

1. We shall ensure that the average number of calendar days taken to repair all street lamp failures remains below 4 days *(THS/009)*
2. We will develop an action plan for the implementation of the ‘Prevent Duty’, which is the duty where we and partners have to give due regard to the need to *prevent* people from being drawn into terrorism. *(12100)*
3. We will continue to engage with local communities and publicise the partnership working which is helping to reduce crime and disorder. *(12101)*

Goal: E3 Reducing anti-social behaviour by working in partnership to tackle local problems

Anti-social behaviour (ASB) incidents have reduced during 2015/16.

	2014/15	2015/16	Progress
Total reported anti-social behaviour incidents	7,624	6,443	Reduced by 15.5%

Improvements in the police process of identifying ASB, at the point contact in the communication centre, has resulted with less calls for service being categorised as ASB at that initial point of contact. Also the emphasis on accurate crime recording has seen a number of calls that previously may have been recorded as ASB, now being recorded as lower level crime, hence the uplift in crime figures and decrease in ASB volumes.

There is closer working now with Gwalia who deliver the service to address anti-social behaviour in partnership with organisations. The process of issuing warning letters has been continued by them and improved links with the Youth Support Service have been made to ensure their engagement in referrals which relate to young people. Developments in the scheme over the year have included:-

- An improvement in the sharing of information between the case management systems used by Gwalia and the Police.
- Gwalia has continued to attend the CSP’s action group covering anti-social behaviour and gives regular updates regarding the service. Performance information is discussed by partners and improved links have been made.

How did we perform during 2015/16?

- ✓ We conducted an evaluation of the **Designated Public Place Order (DPPO)** during the year. The evaluation found that the DPPO had been successful in tackling drinking in public places and was considered to be a useful tool which had been effectively enforced. There had been

no displacement of problems to other areas locally and there was no evidence to suggest that the boundaries of the DPPO needed to be reviewed.

- ✓ We have continued to work with partners to implement the **new Anti-Social Behaviour legislation** both at a local and regional level, regarding the legislation and best practice from other areas with information circulated to partner agencies. Specific discussions have now taken place at a local level regarding implementing certain of the new powers introduced by the legislation and processes have been finalised with police colleagues to ensure appropriate policies and procedures are in place.

Improvement for 2016/17

1. We will consider adopting a common Risk Assessment process for Anti Social Behaviour incidents to ensure that the level of risk is identified and appropriate action taken. (12102)

Goal: E4 Reduce the incidences of alcohol-related violence

Figures for the incidences of alcohol-related violence are as follows:-

	2013/14	2014/15	2015/16	
Total alcohol-related violence in Carmarthenshire	705	631	630 NB - new way of recording data more accurately has had an impact on these figures	Alcohol related crime levels have remained stable during the year and partnership working continues to tackle the problem

Source Information and Intelligence Directorate – Heddlu Dyfed-Powys Police

The Council has continued to work with licensed premises and other partners to tackle incidents of alcohol related crime for example:-

- problems in Town Centres at night relating to alcohol and drug related crime and anti-social behaviour
- work is often undertaken with the licensee, brewery and door supervisors to tackle issues.
- joint visits have taken place during the year by the Council’s licensing team and police with proactive work undertaken at Christmas and during the Six Nations games.
- police continue to work closely with Trading Standards officers in relation to any issues with underage drinking and sales to young people.

How did we perform during 2015/16?

- ✓ The Paul’s Pledge **alcohol-related violence campaign** has continued to be promoted over the course of the year both in the local press and on social media:-
 - There was a re-launch of Paul’s Pledge around Christmas to remind people to be aware of the implications of alcohol-related violence on nights out.
 - In March, Paul Pugh visited Maes y Gwendraeth. Paul and officers spoke to around 900 pupils from Year 8 and above to demonstrate the consequences of violence and alcohol. This was very well-received by pupils.
 - A tweet about the Paul’s Pledge campaign, sent out by Cross Hands neighbourhood policing team, was re-tweeted 10 times, received 13 likes and reached 7,070 people.
 - The campaign has also received coverage on the TV with documentaries shown on ITV Wales and S4C

- ! Unfortunately efforts to extend the nightlight street pastor scheme, which is run in Carmarthen on Saturday nights to Llanelli, have not been successful. Church representatives met with police officers to discuss the scheme but then decided not to take the lead in arranging a similar initiative.

Improvements for 2016/17

1. We will continue to promote further the 'Paul's Pledge' alcohol related violence campaign. *(12103)*
2. We will ensure that work continues with licensed premises, off licenses and other partners to tackle problems in communities and domestic settings at night, relating to alcohol and drug related crime and anti-social behaviour. *(12104)*

Goal: E5 Safeguarding all people from abuse, victimisation, neglect & exploitation**Corporate Safeguarding**

Safeguarding people from harm, abuse and neglect is our highest priority as a Council

We operate an 'everyone's business' approach and this year we have developed a new [Corporate Safeguarding Policy](#) to ensure all departments develop a greater understanding of the policies and procedures in relation to safeguarding in respect of both children and adults

Safeguarding Children

In June 2014 Local Safeguarding Children Boards in Wales were regionalised in order to co-ordinate safeguarding on a regional basis. In Carmarthenshire we are part of the Mid and West Wales region known as CYSUR. The structure has been reviewed in line with the development of the Adult Safeguarding Board to consider how best to work with cross-over safeguarding issues e.g. domestic abuse and violence. CYSUR has also devised a regional policy in relation to child sexual exploitation (CSE) and the first regional conference took place in March 2016.

The number of children on the Child Protection Register (still living with their family but with a safeguarding plan in place) has decreased to **88** this year from 104 last year. As at 31st March 2016 we were looking after **215** children/young people a significant reduction from 239 in 2015 and 247 in 2014 and our rate of children who become looked after continues to be better than the Wales Average since 2012. The [Social Services and Well-being Act 2014](#) places a strong emphasis on early intervention and prevention, and we feel our continued focus in this area is beginning to succeed through programmes provided via Flying Start and Families First. CSSIW recognised our commitment to preventative services in their [Annual Evaluation Report 2014-15](#):



"The council continues to build and develop its preventative strategies and visits to these services have confirmed that there are effective and innovative arrangements in place, with a key focus on developing services that are sustainable".

"The council is ensuring growth and development in its preventative services to ensure statutory intervention is only taken when necessary".

During 2015/16 our key focus has been on:

- Developing the Multi-Agency Safeguarding Children Hub (MASH), Central Referral Team (CRT), and Regional Adoption Service
- Improving the quality of care plans and placement stability

The Multi-Agency Safeguarding children Hub (**MASH**) and Central Referral Team (**CRT**) have continued to work well as a means of improving information and decision-making at the point of referral, providing a single point of contact making it easier for families to access, and anyone who has concerns over a child's welfare ensuring a consistent approach. Regular threshold meetings take place to ensure our preventative services are being fully utilised and as a result we have seen the number of referrals for statutory social work services decrease during the year.

Referrals	2011-12	2012-13	2013-14	2014-15	2015-16
	1,063	1,090	1,144	1,572	1,354

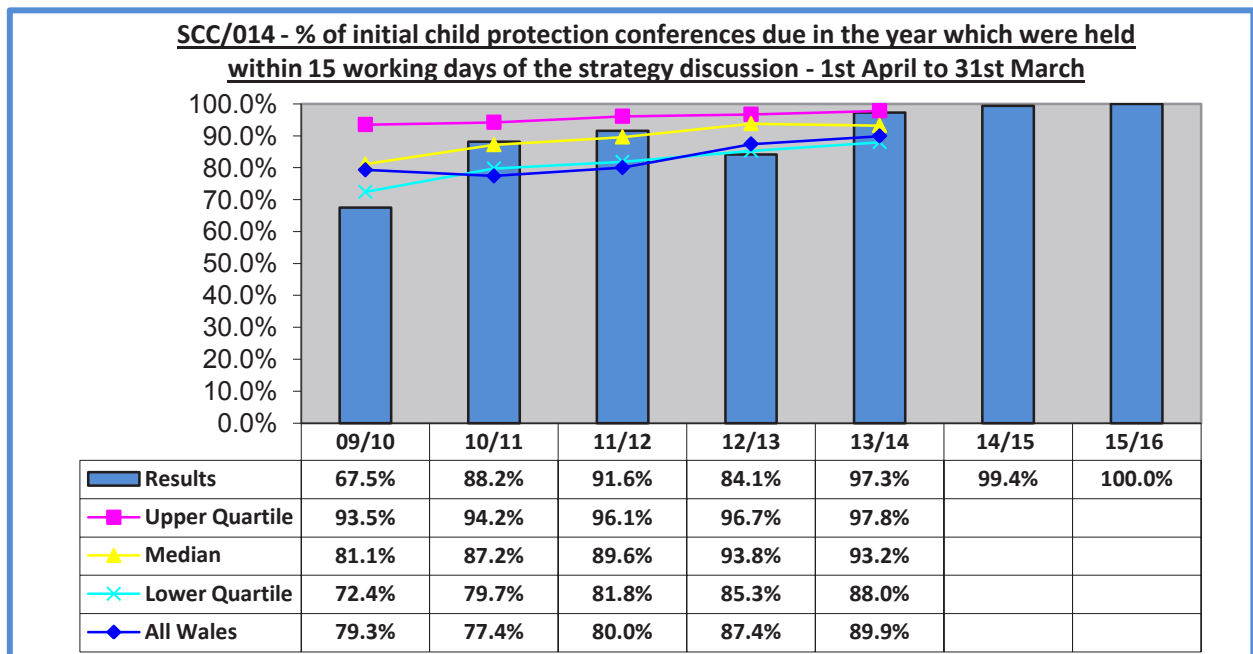
Unfortunately commitment by other agencies to base staff within MASH hasn't yet materialised and this is now being taken forward by CYSUR on a regional basis.

We are continually improving the **quality of care plans**, to focus on outcomes, and engagement of children and families. Development sessions have taken place with all childcare, assessment and Independent Reviewing officer (IRO) teams. Our Permanency Panel maintains oversight of care plans ensuring standards are maintained.

Safeguarding in education remains a key priority. Basic awareness training on child protection continues to be delivered to all staff within schools (32 schools received the training this year). All governors are expected to attend safeguarding training.

The Mid and West Wales **regional adoption service**, has been operational since April 2014. As from June 2015, the Adoption Panel sitting in Carmarthen became paperless, with all information being shared electronically, which has led to more effective use of administrative time and reduced costs.

	Safeguarding Children Key Measures	14/15	15/16	Comment
✓	% Initial Child Protection Conferences during the year were held within 15 working days of a strategy meeting (SCC/014)	99.4%	100%	Improvement (see chart below)
✓	% of reviews carried out in accordance with the statutory timetable (SCC/045)	89.4%	89.4%	Constant
✗	% of Initial Assessments where the child had been seen by a social worker (SCC/011a)	83.1%	80.7%	Decline # see comment below
✗	% of Initial Assessments where the child had been seen alone by a social worker (SCC/011b)	47.3%	46.5%	Decline # see comment below
✗	% of statutory visits to looked after children due in the year that took place in accordance with regulations (SCC/025)	98.5%	98.2%	Slight decline
✓	% first placements of children looked after during the year began with a care plan in place (SCC/001a)	100%	100%	Constant
✓	% of eligible, relevant and former relevant children that have pathway plans as required (SCC/041a)	100%	100%	Constant
✗	% of looked after children with three or more placement moves (SCC/004)	11.7%	14.9%	Decline#
✓	% of eligible, relevant and former relevant children that have pathway plans as required (SCC/002)	5.4%	3.9%	Improvement



✗ #Even though we have not met our targets of children seen or seen alone by a qualified social worker during Initial Assessments, we are performing above the All Wales 2014/15 figure of 78% and 44.8% respectively. Assessments are allocated to the appropriate workers and are dependent on the nature of the assessment. We have multi-disciplinary teams where it may be deemed more appropriate for another professional within the team who is the child's 'key

worker' to see the child as part of an Assessment who isn't a qualified social worker e.g. health worker in respect of a child with a disability. Not every case will require the child to be seen alone due to age whilst others refuse to be seen alone. (SCC/011a) (SCC/011b)

- ✘ #The percentage of looked after children with three or more placement moves has increased during 2015/16. We have seen a rise in challenging teenage placements during the year which places an added pressure on services and placement stability. This along with a decrease in the number of Looked After Children has impacted on the end result. Many young people do not wish to be in the care system despite this being in their best interests and as a result placements subsequently become fragile and break down despite our best efforts. An Accommodation Panel has been set up to assist the matching process and resource allocation and the Resource Panel will ensure appropriate resources are put in place to support placements to avoid placement breakdown. The department are focussed on recruiting foster carers for older children (SCC/004).

As lead agency for child protection it is important that our staff and the systems in place serve to safeguard the welfare of children. We continue to monitor caseloads monthly to ensure they are appropriate and manageable. Our children's social services workforce remains stable with vacancy levels low at just 2.7% (as at 31/3/16). Keeping vacancies to a minimum is crucial in ensuring all our children in need, children in need of protection, and looked after children are being safeguarded.

Improvements for 2016/17 – Safeguarding Children

1. We shall increase the % of assessments completed for children within statutory timescales (SCC/24)
2. We will review our assessments in light of the implementation of the Social Services and Well-being Act 2014 (12105)
3. We will ensure Sexual Exploitation Risk Assessments (SERAF's) and Missing Persons Risk Assessments are completed as required. (12106)
4. We shall ensure that supported children remain living within their family wherever possible (SCC/25)
5. We shall ensure that looked after children are returned home from care as quickly and safely as possible (SCC/26)
6. We will continue to improve the quality of Care Plans ensuring a multi-agency assessment, with a focus on outcomes, and engagement of children and families. (12107)
7. We shall ensure that all councillors are equipped to act as corporate parents to looked after children. (12108)
8. We shall aim to reduce the % of re-registrations of children on local authority Child Protection Registers (CPR) (SCC/27)
9. We shall reduce the average length of time for all children who were on the Child Protection Register during the year (SCC/28)
10. We shall increase the % of children seen by a registered dentist within 3 months of becoming looked after (SCC/30)
11. We shall increase the % of looked after children registered with a GP within 10 working days of the start of their placement (SCC/31)
12. We will work to reduce the % of children who are looked after, from having 3 or more placement moves during the year to 13.5% (was SCC/004 now SCC/33)
13. We shall keep the % of looked after children who experience one or more change of school to 5.0% or below (was SCC/002 now SCC/32)
14. We will undertake Reviews of foster carers on an annual basis in accordance with regulations to achieve 100% target. (12109)
15. We will implement the plan for improving placement stability. (12110)
16. We will implement the 'Signs of Safety' model within Carmarthenshire and incorporate into practice. (12111)
17. We will ensure the Independent Reviewing Service (IRO) becomes more outcome focused in line with recommendations and reflect on the outcomes of Welsh Government Review. (12112)
18. We will consolidate the regional Adoption service and develop Adoption Support in line with national and regional priorities. (12113).
19. We will continue to work with partners to improve appropriate accommodation options, and housing support for all vulnerable young people (aged 16-25) to ensure no children/young people end up in Bed and Breakfast. (12114)
20. We will implement new arrangements in respect of our leaving care services in accordance with the Social Services and Well-being Act 2014 and 'When I am Ready' guidance. (12115)

Safeguarding Adults

Dame Esther Rantzen speaks to older residents at Carmarthenshire 50+ event



Over 550 members of Carmarthenshire's 50+ Forum were in attendance at the National Botanic Gardens of Wales to learn about efforts to improve the wellbeing of older people. Featuring Dame Esther Rantzen and Mark Drakeford AM as guest speakers, attendees were updated on **Silver Line**, the Social Services and Wellbeing Wales Act and Regulation and Inspection of Social Care in Wales.

Moreover, at the event:

- Over 40 organisations were in attendance to advise older people about services that could enrich their lives
- Key age-relevant information was disseminated to help support the wellbeing of older people
- A range of taster sessions, from cookery, ballroom dancing reflexology to iPads were offered, in order to stimulate longer term commitment to personal wellbeing

Adult safeguarding has remained a priority over the last year during a period of increasing public concern over standards of care provided to vulnerable people. There has also been increased attention as a result of national reports such as Mid Staffordshire Hospital, Operation Jasmine, and the Andrews Report and also in relation to domiciliary care commissioning. To ensure the effective governance of adult safeguarding, a multi-agency Carmarthenshire Adult Safeguarding Board chaired by the Director has continued to meet quarterly. Over the last year a number of initiatives have been introduced which include:

- ✓ The development of a regional Good Practice Guide between adult safeguarding and domestic abuse
- ✓ Comprehensive training for over 750 staff
- ✓ Well established working between partner agencies
- ✓ A culture of learning through review
- ✓ A review of the structure to strengthen the management function

Where adults have suffered significant harm, the team has striven to respond effectively and has reviewed processes to ensure there is less delay as recommended by CSSIW, although this has been a challenge with referrals increasing. It is acknowledged that this is an area that we need to continuously improve.

Carmarthenshire is also represented on a Regional Safeguarding Board which has had its inaugural meeting and established terms of reference. The board will monitor safeguarding arrangements and practices with partners across the region.

Improvements for 2016/17 – Safeguarding Adults

1. We shall ensure that at least 75% of adult protection enquiries are completed within 7 days *(SCA/18)*
2. We shall embed a quality assurance system within safeguarding, assessment and care management teams. *(12147)*
3. We shall establish regular forums for Investigating officers and Adult Services Managers to learn lessons and share best practice. *(12148)*
4. We shall undertake a review of existing processes to ensure they are streamlined effectively. *(12149)*

Goal: E6 Reducing speeding and the number of road traffic accidents

Our Review and Evaluation for 2015/16

Road traffic injuries happen every day on Welsh roads, any death or serious injury on our roads would be avoidable. Nobody should assume that such incidents are an inevitable consequence of road transport. All members of society have a contribution to make to reduce the likelihood of road traffic collisions. Each collision can potentially have tragic consequences for those involved and their families.

We along with the Welsh Government are committed to improving road safety and reducing the number of people killed and seriously injured on our roads. We are working to improve road safety to deliver the targets set out in the Wales Government Road Safety Framework

The Road Safety Framework for Wales sets out a vision for *“A continued reduction in the number of people killed and seriously injured on Welsh roads, with the ultimate aspiration of no fatalities.”*

The Road Safety Framework sets targets using a baseline which uses the average for Wales between 2004-2008. The key targets are:

- ✓ A 40% reduction in the total number of people killed and seriously injured on Welsh roads by 2020.
- ✓ A 25% reduction in the number of motorcyclists killed and seriously injured on Welsh roads by 2020.

- ✓ A 40% reduction in the number of young people killed and seriously injured on Welsh roads by 2020.

We have therefore developed our Road Safety Strategy to improve road safety by implementing a mix of educational, engineering or enforcement measures that can be monitored and measured for effectiveness.

To date we have continued to invest in road safety through funding of road safety education, road safety engineering and evaluation. We have continued to support enforcement action by the Police and Go Safe through our Speed Management Working Group.



We have continued work in partnership with the Police and other agencies to seek to build on our previous success in reducing the number of people killed and seriously injured on Carmarthenshire roads and to target high risk groups.

Generally, there has been a reduction in the number of casualties on the highway network in recent years. For example there were 557 casualties in 2014 compared to 619 in 2013.

There were certain groups of road users that were a concern. For example, the number of motorcyclists killed and seriously injured in Carmarthenshire was relatively high at 24 deaths at the end of 2014, albeit it was a reduction from 28 in the previous year. We have continued to focus on educating children and young people in road safety as early education makes them safer road users in the future.

In helping to achieve the long term targets we have continued work with high risk road user groups, particularly motorcyclists, older and younger drivers, to stimulate a culture of safer driving.

We have continued to focus on Road Safety Promotion to target the main behaviours and risks that lead to death and serious injury.

The performance across the year in comparison to 2014 has shown our interventions to have had an impact, as there has been a reduction in some areas. This is set within an environment where traffic volumes have grown within the year to 1.95 billion vehicle kilometres per annum compared to 1.83 billion kilometres per annum in 2012.

The Road Safety Strategy 2020	2014/15	2015/16	Progress
Number of road accident casualties killed/seriously injured (5.5.2.21)	95	# TBC	#TBC
Number of motorcyclists killed and seriously injured (5.5.2.22)	24	#TBC	#TBC
Number of young people (aged 16-24) killed and seriously injured (5.5.2.23)	21	#TBC	#TBC

The 2015/16 figures marked TBC above will be available on the 28th June 2016

How did we perform during 2015/16?

- ✓ We have updated our Road Safety Plan, which covers the period from 2016 – 2020.

- ✓ We have continued to work in partnership with the Police, Go Safe, The Fire Service and other agencies to build on our previous success.
- ✓ We invested £439,000 in rural route treatment works to improve infrastructure on the A 485 Alltwalis to New Inn, the A 484 Kidwelly to Cwmffrwd, and the B 4306 Hendy to Cwmffrwd.
- ✓ We invested £138,000 in Road Safety training and engagement with vulnerable road users, including: - 196 older drivers, 1,165 young drivers, 104 motorcyclists, 713 young people trained in kerbside safety and cycle training delivered in 31 primary schools.
- ✓ We made further Infrastructure Improvements and changes to speed limits were completed at:
 - Seaside, Llanelli, safer routes to school, walking and cycling safety measures
 - A 484 Pibwrlwyd – Cwmffrwd, new footway
 - Llangadog village, new footways
 - A 484 Pembrey, new footway
 - Tycroes Road (Phase 1), new footway
 - Mynyddgarreg, traffic management / calming measures
 - New Road, Pantyffynnon, traffic calming
 - B4308, Trimsaran, southern gateway, traffic calming
 - Saron School, traffic calming and 20mph speed limit.
 - Picton Terrace, Carmarthen, pelican crossing
- ✓ We have updated our computer software to improve the quality of management information that we will use to target education, engineering or enforcement interventions.
- ✓ We have continued to develop and deliver the Carmarthenshire rural route treatment strategy. This approach to road safety involves improvement through the treatment of an entire route rather than individual sites. This includes the following interventions: - signing of junctions and bends, vehicle activated signs, edge and surface treatments to remove hazards, and reduced speed limits. Good road signs and markings along the whole route will assist drivers in avoiding making a mistake that could lead to a collision, in effect helping the driver to drive as safely as possible.
- ✓ We have continued to invest in new walking and cycling infrastructure as viable and safer travel modes and to improve health as funding is provided by the Wales Government.
- ✓ We have continued to provide cycle proficiency and roadside safety programmes for primary schools.
- ✓ We implemented a number the speed limit schemes identified through the review of speed limits on the upper tier (A and B class) rural county roads and liaised with the trunk road authority to ensure a coordinated approach is taken to change limits where the upper tier county roads join with the trunk road network.
- ✓ Enforceable 20mph speed limits have been introduced in urban areas with priority given to school sites and other pedestrian generator sites where there is a significant presence of vulnerable road users.
- ✓ We have run campaigns near schools involving schoolchildren to reduce instances of speeding. We have helped to deliver training schemes to improve road safety such as free `Dragon Rider Cymru` training for motorcyclists to help make them safer riders and encouraging young drivers to take part in `Pass Plus Cymru` training to help improve their driving skills and gain extra experience in different situations.



- ✓ In collaboration with the fire service we have provided information and advice on the Fatal 5 – Speeding, careless driving, driving while using a mobile, driving on drink/ drugs, and failing to wear a seatbelt.

Improvements for 2016/17

1. We will continue to deliver the actions outlined in our Road Safety Strategy. *(12116)*
2. We will invest in computer software to improve the quality of management information that we will use to target education, engineering or enforcement interventions. *(12117)*
3. We will work to reduce the number of people killed and seriously injured on the roads to meet the 40% reduction by 2020 *(5.5.2.21)*
4. We will work to reduce the number of motorcyclists killed and seriously injured on roads to meet the 25% reduction by 2020 *(5.5.2.22)*
5. We will work reduce the number of young people (aged 16-24) killed and seriously injured on roads to meet the 40% reduction by 2020 *(5.5.2.23)*

Outcome F: Carmarthenshire’s communities and environment are sustainable...

Carmarthenshire is known for its diverse communities and wonderful natural environment and we want to ensure that we develop sustainably so that everyone in the county is able to enjoy a better quality of life now and for generations to come.



Goals: (as agreed in the Integrated Community Strategy with partners)

- F1: Living within our environmental limits using only our fair-share of earth's resources and minimising our carbon emissions
- F2: Reducing waste and moving towards becoming a zero-waste county
- F3: Supporting opportunities for the building of economically viable and sustainable communities
- F4: Protect, enhance & conserve our natural & built environment & champion biodiversity in the County
- F5: Developing resilient and sustainable communities
- F6: Developing sustainable transport options
- F7: Ensuring the promotion of the Welsh language and Welsh culture

Our Key Improvement Objective Priority (KIOP) is:

Improving the highway infrastructure network to support further economic development and connectivity

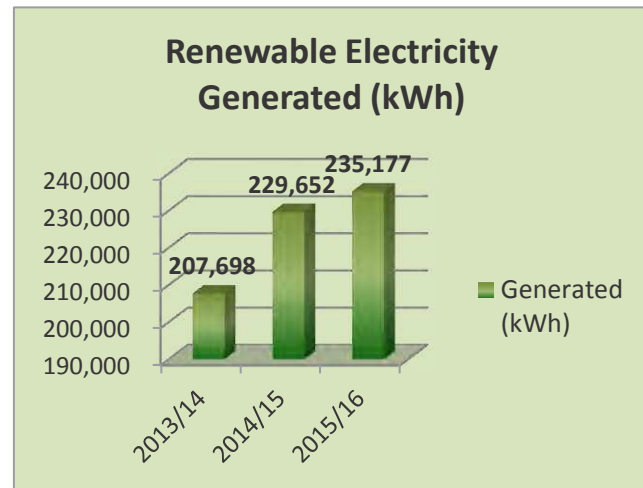
Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Increased rates of recycling	✓
Improved digital access	✓
Improved transport links	✓
Increased use of renewable energy	✓

Goal: F1 Living within our environmental limits using only our fair-share of earth's resources and minimising our carbon emissions

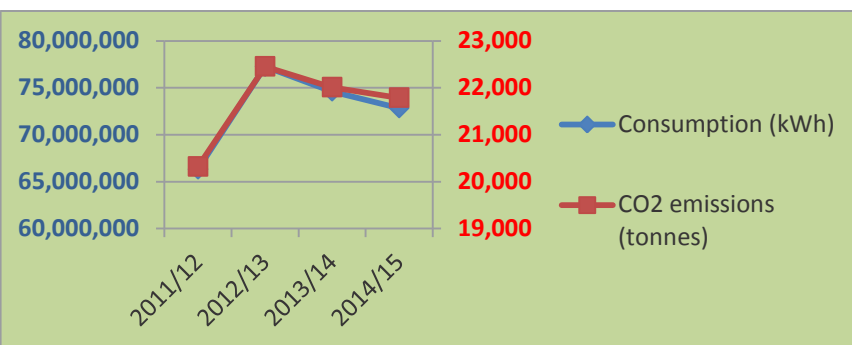
Our Review and Evaluation for 2015/16

We have continued to invest to reduce the level of emissions. The areas that have been focused on have been the reduction in the energy used in our building and offices, by investing in renewable energy schemes, like solar and biofuel boilers. This has led to an 11.3% increase overall since 2013/14 in the renewable electricity produced and **2.5+%** from last year. We have also successfully reduced our fleet vehicles and invested in more efficient vehicles that produce emissions that are cleaner. We have also invested in more efficient LED lighting, through our “Invest to Save” fund, that provides more efficient output and last longer.



How did we perform during 2015/16?

Since 2010, we have been a participant under the mandatory UK-wide Carbon Reduction Commitment (CRC) Energy Efficiency Scheme. As a consequence, it is required to purchase non-refundable allowances for each qualifying tonne of CO₂ arising from its energy consumption. In 2015/16 the Authority paid £390,000 under this scheme based on its 2014/15 emissions. The level of ‘tax’ levied for each tonne CO₂ emitted has increased annually from £12 (2013/14) per tonne of CO₂ to £16.40 (2014/15) per tonne.. Therefore, it is important for us to work towards reducing our carbon emissions.



Increasing utility costs, plus associated penalties for carbon emissions, require delivery of ever more challenging energy efficiency programmes. To-date, we have invested £2m in some 200 energy efficiency projects under the SALIX programme. These projects are projected to save £7m+ / 41,000 tonnes CO₂ over the lifetime of the installed technologies.

To-date, we have invested £2m in some 200 energy efficiency projects under the SALIX programme. These projects are projected to save £7m+ / 41,000 tonnes CO₂ over the lifetime of the installed technologies.

Key Measures of Success	2014/15	2015/16		
	Result	Result	Progress	% change
Council's non domestic public building stock				
Consumption (kWh)	72,821,595	Information is not available currently to ourselves (or other local Authorities), as it is dependent on our main energy supplier publishing the data		
Cost (£)	£4,228,683			
CO ₂ (tonnes)	21,787			
Street Lighting				
Consumption (kWh)	6,686,418	Information is not available currently to ourselves (or other local Authorities), as it is dependent on our main energy supplier publishing the data		
Cost (£)	£770,839			
CO ₂ (tonnes)	3,565			
Fleet Mileage				
Mileage (miles)	5,393,714	5,041,173	Improved	-6.54%
Cost (£)	£1,575,618	£1,268,768.64	Improved	-19.47%
CO ₂ (tonnes)	4,076	3,799	Improved	-6.80%
Business Mileage				
Mileage (miles)	5,157,277	4,562,876	Improved	-11.5%
Cost (£)	£2,167,066	£1,917,083	Improved	-11.5%
CO ₂ (tonnes)	1,541	1,363	Improved	-11.55%

Totals		
Consumption (kWh)	79,508,013	Information is not available currently to ourselves (or other local Authorities), as it is dependent on our main energy supplier publishing the data
Mileage	10,550,991	
CO ₂ (tonnes)	30,969	

Council's non domestic public building stock

- ✓ We have installed Pool Covers to reduce energy costs at Llanelli Leisure Centre, Amman Valley Leisure Centre, Llandovery Pool, Newcastle Emlyn Pool, and QE High school and Carmarthen Leisure Centre.
- ✓ We have invested in *SystemsLink* energy management software system in order to achieve better monitoring of energy consumption, a paperless billing systems and deliver efficiency savings.
- ✓ We have approved the inclusion of a £1.5m solar PV programme in the 2016/17 capital programme for completion by mid-year.
- ✓ We have opened the most *eco friendly school* in Wales that passes the stringent Passivhaus standard owing to its super energy efficiency features.
- ✓ We have used the Welsh Government's *Arbed* scheme to invest £3 million in making 320 homes in Carmarthenshire more energy efficient, by installing new boilers, external wall insulation to make homes more comfortable and cheaper to run.
- ✓ We reduced the percentage change in the average *Display Energy Certificate* (DEC) score within local authority public buildings over 1,000 square metres from TBC to TBC (CAM/037)
- ✓ We have continued to receive and determine applications for renewable energy projects, largely in the form of single wind turbines but also that of Brechfa West wind farm.
- ✓ We continued with our policy of integrating low and zero carbon technologies into major works projects , examples of which are the recently completed solar photovoltaics (PV) installations at Ysgol Bro Dinefwr , and Ysgol Carreg Hirfaen. Additionally we delivered the first fully accredited Passivhaus school building in Wales at Burry Port School.



Fleet Mileage

- ✓ We have *reduced our fleet by 8.8%* over the last three years. We have *reduced our fuel consumption by 7.6%* in 2015/16, with our overall fuel consumption having been reduced by 26% over the last four years. We used 538,103 litres less in 2015/16 than we did in 2008/9. Our fleet mileage has fallen from 5,393,714 in 2014/15 to 5,041.173 miles in 2016 and staff travel has been reduced by 594,401 miles since 2014/15

✓ We have reduce our operational fleet by in excess of the 2% target and as predicted reduced the amount of fuel used by 7.6% over 2015/16

- ✓ We have made progress with our fleet investment programme to improve efficiency. We ordered new fleet to the value of £5.3 million in 2015/16. The new fleet will carry the latest emission reduction technology.
- ✓ We reviewed our procurement strategy for light commercial vehicles to deliver revenue savings of £120,000 per annum revenue over the next three years.

How do we know we made a difference? / Is anyone better off?



Burry Port Community Primary School wins not just one, but three awards for its innovative, imaginative and eco-friendly design

We have continued to investigate, develop and encourage the “fabric first” approach in order to realise the potential for *reduced energy consumption* and servicing related issues on new build and major refurbishment schemes.

We are taking this approach in order to reinforce and inform future projects, so as to make a positive difference to the operational ratings, costs and as part

of the contribution to our obligations in reducing CO2 emissions, particularly when combined with sustainably and locally sourced raw materials. This resulted in the first fully accredited school building in Wales being delivered at Burry Port School. We are now developing two further schemes adopting the *Passivhaus* principles alongside the BREEAM Excellence requirements to meet grant funders requirements with the view of persuading them to consider the fabric first approach as the more sustainable option.

Improvements for 2016/17

1. We shall aim to show a positive change in the average Display Energy Certificate (DEC) score within local authority public buildings over 1,000 square metres (CAM/037)
2. We will identify and deliver energy efficiency projects under SALIX programme. (12118)
3. We will deliver solar photovoltaic (PV) programme on Council non-domestic buildings – installations to be completed by 31st August 2016. (12120)
4. We will explore new, innovative energy efficiency initiatives e.g. extend trial of Ion boiler following on-going positive trial at the Quayside Centre - Measured quarterly by savings/reductions. (12121)
5. We will continue to procure more fuel efficient vehicles through our fleet replacement programme and reduce the current operational fleet by 2% over the Year. (12122)
6. We will re-launch our staff *Travelwise Workwise* guide to stimulate a further reduction in staff travel. (12123)

Goal: F2 Reducing waste and moving towards becoming a zero-waste county

Our Review and Evaluation for 2015/16

We currently meet our statutory 2019/20 landfill allowance targets

The waste agenda is arguably amongst the toughest of challenges facing the Authority as a result of recycling and landfill targets set by European legislation and the Welsh Government.

The residents say *recycling is important to them* and without their support it would be difficult to meet the challenge. Building on the success of previous years, we continue to promote recycling through our recycling officer, recycling team and neighbourhood recycling campaigns

Key Measures of success	2014/15		2015/16	
	Actual	Wales Avg	Actual	Progress
% of municipal wastes sent to landfill (WMT/004b)	18.11% ***	29.38%	5.24%	Improved
% of municipal waste collected by local authorities & prepared for reuse &/or recycled, including source segregated bio wastes that are composted or treated biologically in another way (WMT/009b)	59.61% ****	56.23%	63.35%	Improved

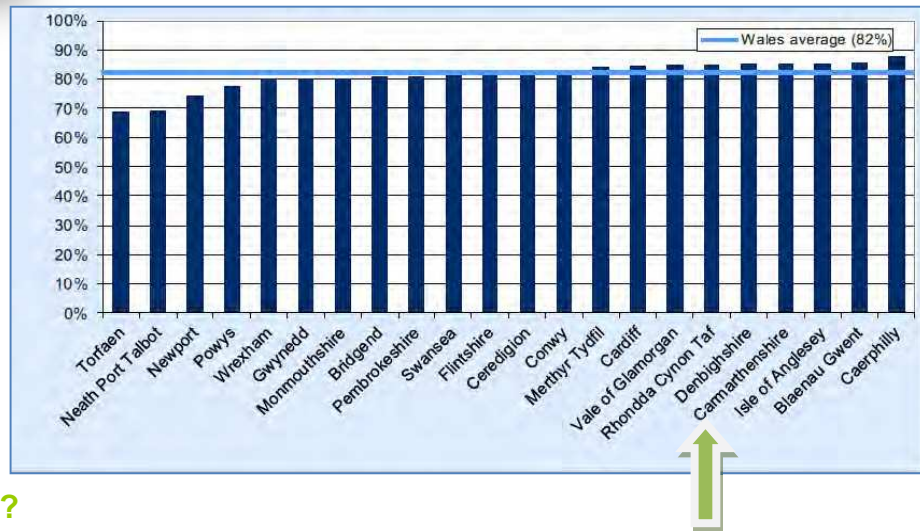
#1 There are 22 Councils in Wales (*= worse quartile (i.e. bottom five result) **** = best quartile (top 5 result). Comparative data for 2015/16 will be available in September 2016



Since 2003 when just 9.4% of our household rubbish was being recycled, we are now recycling 60% plus of the 78,000 tonnes of waste collected every year. By meeting the challenging recycling targets we have avoided paying huge financial penalties (approximately £160,000 for every 1% below the target).

Carmarthenshire citizens are satisfied with the recycling collection service.....

According to the [National Survey for Wales study 2014-15](#) 85% of Carmarthenshire citizens are satisfied with the recycling collection service provided by the Council, this is above the Welsh average and in joint 3rd place

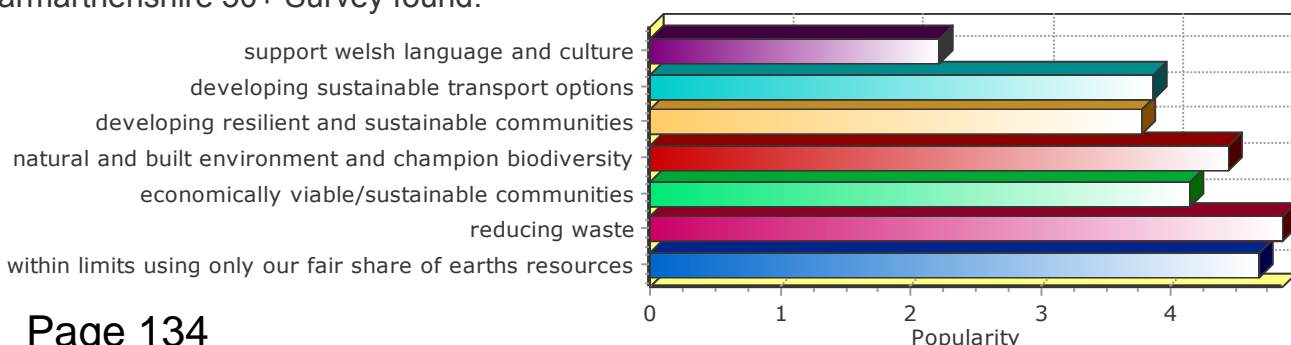


How did we perform during 2015/16?

- ✓ We have exceeded our target of 15% for the percentage of municipal wastes sent to landfill (WMT/004b) with a result of 5.24%
- ✓ We have significantly increased our performance for the diversion of waste from landfill, by the introduction of a residual waste treatment process in the previous year.
- ✓ We are reusing, recycling, composting or biologically treating more waste this year. 63% of waste is now being used in this way. (WMT/009b)
- ✓ We have arranged neighbourhood advice days throughout the year to answer residents questions on recycling. Residents could also take the opportunity to pick up Blue bags and new or replacement food bins from the recycling team.
- ✓ The 2014/15 Landfill Allowances Scheme (LAS) report has been released by Natural Resources Wales last October, which shows the county has also significantly reduced the amount of biodegradable municipal waste sent to landfill.
- ✓ The household participation rates still remain at approximately 80% for the blue bag recycling scheme and 40% for the food recycling scheme. A programme of door-step engagement activity has been successfully delivered throughout the year, with particular focus on the food waste recycling in terms of undertaking a bin liner trial involving 15,000 properties.
- ✓ We are investing in 28 refuse lorries that will provide a more efficient service and help us achieve our recycling targets.

How do we know we made a difference? / Is anyone better off?

Carmarthenshire 50+ Survey found:-



Improvements for 2016/17

1. We will aim to achieve 62% for the percentage of municipal waste collected and prepared for reuse and/or recycling, including source segregated biowastes that are composted or treated biologically in another way (WMT/009b)
2. We will retain a low level of municipal wastes sent to landfill at 10% or lower (WMT/004b)
3. We will maintain the percentage of local authority collected municipal waste prepared for reuse at 0.50% (WMT/010i)
4. We will aim to Recycle at least 43.50% of local authority collected municipal waste (WMT/010ii)
5. We will increase the percentage of municipal waste collected as source segregated biowastes and composted or treated biologically in another way from 17.67% to 18% (WMT/010iii)
6. We will continue to review existing household recycling participation rates to maximise landfill diversion and increase recycling. (12124)
7. We shall undertake a programme of door-stepping to advise and encourage householders to participate in our food and dry recycle schemes. (12125)

Goal: F3 Supporting opportunities for the building of economically viable and sustainable communities

Sustainable development is about improving the way that we can achieve our economic, social, environmental and cultural well-being.



Carmarthenshire faces a number of challenges now and in the future, such as climate change, poverty, transport, housing, health inequalities, access to services, and jobs and growth. To tackle these we need to work together with other public bodies and with people and communities to look to prevent problems and take a more joined-up approach to give our children and grandchildren a good quality of life. We need to think about how the decisions we make now will impact them.

Rural areas form a substantial part of Carmarthenshire with as much as 94% measured by land area. With rural areas accounting for more than 62% (2011 Census Ward Population Figures) of the County's population.

How did we perform during 2015/16?

Physical Regeneration

- ✓ Work to construct the Coastal Communities funded commercial and events building on the Museum of Speed site in Pendine, is nearing completion in spite of difficult weather conditions. The building houses four ground floor commercial units, incorporated public toilet facilities and an upper floor events / restaurant space.

LEADER

- ✓ In 2015, through our External Funding Team, we received formal approval from Welsh Government of our 2014-2020 LEADER Local Development Strategy and indicative LEADER budget allocation is £4,352,000.00 to allow us to deliver the LEADER programme in Carmarthenshire (through a newly formed partnership, the Local Action Group - Grŵp Cefn Gwlad)
- ✓ Our LEADER team were soon open for business to open up to calls for local communities, the public, private and third sectors to access funding via our LEADER fund for support for projects centred on innovation and acting as a test-beds for trialling new ways of working.
- ✓ We have invited 6 organisations to submit detailed applications for funding support through the LEADER programme



Community Bureau

- ✓ Through our Community Bureau we provided a one-stop-shop for the third sector assisting communities with funding information and guidance
- ✓ Through our Community Bureau we supported organisations to achieve their potential and offered designated officer support to develop viable and sustainable projects – the Bureau alone dealt with 500 enquiries in 15/16
- ✓ We funded community projects in Carmarthenshire through the innovative Mynydd y Betws Wind Farm Community Benefit Fund addressing the key themes of recreation, culture, education, health, environment, energy efficiency and sustainability

Communities First

- ✓ Our Communities First (C1st) Team continues to deliver benefits to the county through the WG's Communities First Programme that provides funding within Local Authority areas to narrow economic education/skills and health gaps in the most deprived areas..
- ✓ Our C1st Team has run 5 Goals Clubs and two 'Kick Start' youth Goals Clubs per week in community venues providing support with CV writing or updating, Universal Jobsmatch support, online job applications and Universal Credit support
- ✓ We have also developed an innovative new initiative called 'Fit to Employ' - a 10 week programme for unemployed 16 – 24 year olds to raise their confidence, improve their skills, increase their employability and improve their general health
- ✓ 253 participants accessed the debt and benefit advice and support which was offered on a 1-2-1 basis in outreach venues during six sessions per week
- ✓ We successfully won a two year £90,000 RDP Tender for *Exploitation of Digital Technology in Rural Carmarthenshire*, in February 2016. The project will create a Digital Coordinator Role, Digital engagement team and a Carmarthenshire-wide Digital Partnership Strategic Stakeholder group. 12 Digital Exploitation Events will be run over the 2 year period and 5 Digital "Hubs" are planned.



Llanelli people benefitting from learning new digital skills at their local library through C1st

Is anyone better off?

Llanelli's Antioch Centre Boosted by £488k Windfall

In March 2016, the popular Antioch Centre in Llanelli, Carmarthenshire, which hosts a food bank, debt advice service and play sessions for children, received excellent news that it is to benefit from £488,000 funding from the WG's Community Facilities Programme to refurbish the building and make it more energy efficient. The funding will replace the windows, refurbish the toilets and showers, replace sections of the roof and insulate the exterior walls to improve the community facility which provide a range of activities and services for local people.

Improvements for 2016/17

1. We will support opportunities for the building of economically viable and sustainable communities by developing and delivering the Countywide Employment & Skills Plan by developing a marketing & communication plan to support community engagement (12153)
2. We will support opportunities for the building of economically viable and sustainable communities by developing and delivering the Countywide Employment & Skills Plan by linking employability projects (Cynnydd, Workways+, Communities First, C4W, LIFT, Cam Nesa, USG Hub) with relevant opportunities (12154)
3. We will support opportunities for the building of economically viable and sustainable communities by developing and delivering the Countywide Employment & Skills Plan by developing an action plan for Community Benefits in partnership with our Procurement Team (12155)
4. We will support opportunities for the building of economically viable and sustainable communities by: providing support for the development of external European funding applications; Identifying wider European funding opportunities; developing the Regional Engagement Team for the Swansea Bay City Region (12156)

Goal: F4 Protect, enhance & conserve our natural & built environment & champion biodiversity in the County

Our Review and Evaluation for 2015/16

A healthy natural environment is a vital part of a sustainable, resilient and distinct Carmarthenshire.

How did we perform during 2015/16?

- ✓ A Council led partnership has received £43,000 from the Heritage Lottery Fund for a project that continues work on five bogs on commons near Brechfa and Llanfynydd. It will seek to explore the botanical history of the peat bogs, raise awareness of the important bog habitats and species, look at how humans used the sites in the past and take action to conserve these important habitats for the future.



Mynydd Mawr Marsh Fritillary Project - Work continues on a project developed to offset the impacts of development in the Cross Hands area on the habitat of the protected marsh fritillary butterfly. Contributions from planning applications are used to purchase or manage land within the butterfly's range. This year grazing has been established at sites and vital fencing and water supplies installed. At other sites habitat management has taken place so that grazing can start next year.

- ✓ **Coed Cymru** - Coed Cymru (CC) officers continue to give help and advice at a wide range of woodland sites including Glastir Woodlands schemes and sites with *Chalara* ash disease or *Phytophthora* larch disease. The WG's Nature Fund provided over £62,000 for work on 30 Soil and Water Management schemes across Carmarthenshire. We have created plans for this work, including for shelterbelts, hedgerow restoration, fencing riparian zones and improvement to farm buildings and yards to prevent dirty water polluting watercourses.
- ✓ Working with local ecologists, we have run or contributed to a series of training sessions on protected species. Officers and contractors had a session on the value of roadside verges habitats. Officers working on housing projects learnt about bats, and bridge engineers learnt about otters and bats in sessions that discussed developing new protocols for working. A local ecologist ran a session on dormice for other ecologists & land managers



How do we know we made a difference? / Is anyone better off?



HIS Royal Highness, The Prince of Wales visited Llanelli's Stebonheath Primary School to see how pupils are benefitting from **Dŵr Cymru's RainScape scheme**, which has been supported by ourselves.

Stebonheath Primary School has played a big part in the RainScape scheme, chosen as it is located at the heart of the £15million project. RainScape is the first scheme of its kind in the UK and has been designed to reduce the amount of rainwater entering public drainage systems by around 20 per cent, helping to reduce the risk of sewer flooding and pollution.

- ✓ Figures show that Carmarthenshire is in the top five performing local authorities in Wales for fly-tipping enforcement. The number of recorded fly-tipping incidents in the county fell from 1,438 in 2013/14 to 1,306 in 2014/15. Environmental enforcement officers carried out a total of 1208 investigations last year as well as 101 'duty of care' related inspections.

A number of projects have been delivered in Llanelli and Gowerton since 2014

- The school's playground was transformed with a £500,000 investment to provide a pond, a swale, trees and plants, planters, an outdoor educational area and water-saving water butts.
- The school used to generate 10,000m³ of storm water annually but the new playground removes around 3,000m³ from the sewer network, putting the water back into the natural water cycle through the new plants and trees.
- Addressing His Royal Highness and dignitaries, Mr Littler said: *"The impact the RainScape scheme has had on the school in particular has been significant. The children have benefitted from this greatly."*

Improvements for 2016/17

1. We will maintain the average time (calendar days) taken to remove dog fouling at 1.40 days or below (5.2.2.19)
2. We will maintain a high level of reported fly tipping incidents cleared within 5 working days to at least 98.63% (STS/006)
3. We will maintain a high level of highways and relevant land inspected of a high or acceptable standard of cleanliness at 92% (STS/005b)
4. We shall maintain a high level of cleanliness of our highways based on the Keep Wales Tidy and Cleanliness Index inspections to at least 67% (STS/005a)
5. We will work toward providing and managing through agreement, and where appropriate land acquisition, of suitable habitat for marsh fritillary butterfly through the Caeau Mynydd Mawr Special Area of Conservation project. (12126)

Goal: F5 Developing resilient and sustainable communities

See the **Outcome: Carmarthenshire has a stronger and more prosperous economy** for information on this goal

Goal: F6 Developing sustainable transport options

Our Review and Evaluation for 2015/16

In facilitating the safe movement of goods and people, we have delivered a mix of transport interventions. Our [Local Transport Plan](#) reinforces our commitment to sustainable travel and road safety.

We continue to encourage and support sustainable methods of transport in the county to help stimulate a reduction in carbon emissions associated with private car use. We are investing in the *highway infrastructure* to reduce congestion including the construction of key link roads and the improvement of *cycling and walking paths* to encourage a healthier lifestyle and to stimulate a reduction in the number of short car journeys.



We also continue to invest in the *public transport* system. The public transport system supports journeys for those without access to a car and also provides an option to the motorcar for day time travel. The public transport network also assists town centre economies as people travel into town for employment, retail, leisure and social need. It is part of the mix of transport options required in all town centres to help minimise congestion and reduce emissions.

How did we perform during 2015/16?

Highway Infrastructure Development

- ✓ We have and continue to develop transport links that support economic development and sustainability. During 2015/16 construction of the Carmarthen west link road commenced with a target date for completion by early 2017. Phase 1b of the Cross Hands Economic Link Road to improve access at the Strategic Employment site was completed and a planning application has been submitted for Phase 2 of the scheme.
- ✓ We have constructed new shared use footways/cycleways at: Llangennech to Dafen to promote access to employment sites, and the Pembrey canal route through to Kidwelly was extended to support tourism and leisure trips. We have also completed the long standing Amman Valley Cycleway scheme in Carmarthenshire along with the Cwmffrwd to Pibwrlwyd scheme in Carmarthen
- ✓ We resurfaced 27.98 Kilometres of highway carriageway, refurbished 9 bridges and culverts during the year and we continue to maintain 3,417 km of local highway network against a backdrop of a reducing resource.
- ✗ Carmarthenshire's comparative Local Authority Performance results on the % of A+B+C roads that are in poor condition are amongst the worst in Wales, although currently improving

Road Safety Parking and Traffic Management

Also see [Outcome: People who live work and visit Carmarthenshire are safe and feel safer / Goal E6: Reducing speeding and road traffic accidents](#)

Passenger Transport

- ✓ We secured funding to extend the Bwcabus demand responsive bus service. Bwcabus continues to reverse the trend on declining bus patronage. We have worked together with the bus operators and the Wales Government to provide and sustain the network.

For example, we have designed and implemented the new Carmarthen to Aberystwyth Traws Cymru strategic service and secured funding to deliver it.

- ✓ We have and continue to work with the Hywel Dda University Health Board to develop public and community transport services to assist with pressure on non emergency patient transport. A pilot scheme was introduced to link the Bwcabus service to provide journeys to surgeries; our SA48 project has begun to channel more journeys onto public transport. We are also working with the Royal Volunteer Service to develop the Country Cars service.
- ✓ We have continued to support the delivery of the Modernising Education Programme. In 2015/16 our school transport network was successfully redesigned to support the reorganisation of secondary education in the former Dinefwr area as the new Ysgol Bro Dinefwr campus opened.

Fleet

Also see *Goal F1: Living within our environmental limits using only our fair-share of earth's resources and minimising our carbon emissions*

Consultation

We have undertaken extensive consultation with the public on how we should prioritise service delivery as revenue budgets are reduced. People place a high value on Transportation and Highway Services and expressed high levels of support for the County Council to provide those services. People identified the correlation between a functioning transport network and the local economy. Where service reductions were proposed people were concerned about the extent and impact of revenue reductions; for example:

There were concerns about how reductions in budgets combined with a growth in traffic and more adverse weather could impact on public safety, particularly in rural areas. The feedback suggested that there is a need to retain an emphasis on prevention, as reactive interventions will cost more. Some Community Councils suggested they could assist by prioritising local works. The wider range of stakeholders suggested some changes to the level of signage, traffic calming, grass cutting and the need to incentivise public transport.

The Carmarthenshire Rural Poverty Study identified Transport as the artery of rural Carmarthenshire: there was recognition from survey respondents and organisations that improvements in transport would bring about social and economic opportunities.

There have been a number of budget reductions for the highways over the past few years. Further proposals to make the required overall Council savings were proposed but were strongly opposed in budget consultation with the public and elected members. In addition, one of the **Key themes** from the public consultation was the “*correlation between functioning transport network and the local economy*”

In our 2014 survey on satisfaction with services and the importance of services - *Road Maintenance and Repairs* were identified as one of the highest importance with low satisfaction.

Importance and Satisfaction with Services Survey

Importance ↑	High Importance/Low Satisfaction <ul style="list-style-type: none"> • <u>Road Maintenance and Repairs</u> <ul style="list-style-type: none"> • Public Conveniences • Clubs and facilities for young people 	High Importance/High Satisfaction <ul style="list-style-type: none"> • Refuse collection • Recycling • Primary and secondary education
	Low importance/Low Satisfaction <ul style="list-style-type: none"> • Planning services • Playgrounds • Adult education 	Low Importance/High Satisfaction <ul style="list-style-type: none"> • Countryside access • Theatres, art galleries • Festivals and events
Satisfaction →		

Improving the highway infrastructure network to support further economic development and connectivity has been identified as a Key Improvement Objective Priority for 2016/17, because:-

- A functioning transport and highway network is fundamental to the safe and sustainable movement of goods and people in a modern successful economy.
- In delivering this goal we will deliver a number of interventions to support economic development



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)

We will improve the highway infrastructure network to support further economic development and connectivity

Transportation and Highways play a key role in sustaining our communities

Our *Transportation and Highway* related services facilitate the safe movement of goods and people. Enabling access to raw commodities and markets as well as providing opportunities for people to gain access to employment, education, health, leisure and social activities.

Our highway network is the second largest in Wales covering 3,343 Kilometres, more than double the Welsh average of 1,566 Kilometres. It covers 16 million square metres of carriageway. It also has the second largest length of Class 1 roads in Wales, second only to Gwynedd.

In facilitating the safe movement of goods and people, we work with a range of key stakeholders to deliver the priorities set out in the Local Transport Plan and our Capital Investment Plan. We will move forward with the development of new highway infrastructure at Carmarthen West, Cross Hands and Ammanford and continue to develop key walking and cycling linkages at Llanelli, the Towy Valley and Carmarthen.

The Highway Services revenue budget for 2015-16 is circa £8.1million and the Capital budget for highways, bridges and culverts is £2.15 million. The investment will help us improve the overall condition of the highway and deliver a reduction in the overall percentage of roads in a poor condition.

Our performance over the last two years is set out below:

Key Measures of Success	2014/15		2015/16	
	Actual	Welsh Average	Actual	Actual Progress
Percentage of Condition of Principal (A) roads that are in overall poor condition (THS/011a)	4.3%	4.1%	4.6%	Declined
Percentage of Non-principal/classified (B) roads that are in overall poor condition (THS/011b)	3.6%	5.0%	4.0%	Declined
Percentage of Non-principal/classified (C) roads that are in overall poor condition (THS/011c)	15.6%	17.2%	13.7%	Improved
NB Huge percentage of C class roads means that.....				
The percentage of principal (A) roads, non-principal (B) roads and non-principal (C) roads that are in overall poor condition (THS/012)	11.9%	11.9%	10.7%	Improved
The percentage of adults aged 60+ who hold a concessionary travel pass (THS/007)	81.5%	86.8%	80.6%	Declined

Why this is important

The provision of transportation and highway infrastructure plays an important role in supporting our national and local economy, facilitating the expeditious movement of traffic supports competitiveness of the economy and with the mix of infrastructure developments helps deliver improvements in health and well being.

Transportation and highway services have a key role to play in linking people to services, access to employment opportunities, health and education, retail and leisure.

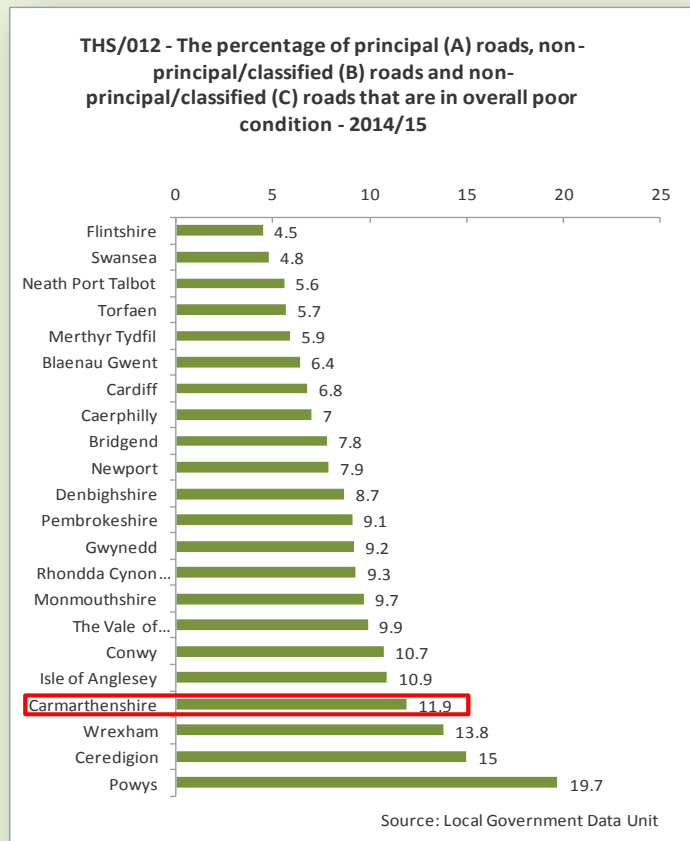
How do we compare with others

Carmarthenshire has the 4th worst roads in poor condition.

(Source: Local Authority Service Performance 2014/15)

The condition of our roads was ranked 19th out of 22 across Wales in 2014/15. The overall performance has improved in 2015/16.

The 2015/16 all Wales comparative data will be available in September 2016.



Is anyone better off?

Transport Infrastructure

Highways

- Our investment into the infrastructure has facilitated economic development at Cross Hands, the commencement of Carmarthen West Link Road will deliver mixed development and bring S4C to Carmarthen in 2018, bringing additional employment opportunities. During 2015/16 we resurfaced 27.98 kilometres of highway.

Passenger Transport

- The uptake of concessionary bus passes is still seeing a high uptake at 80.6% of the 60+ population of Carmarthenshire, against a backdrop of a reduction in funding and consequently services. We continue to work together with the bus operators, our neighbouring authorities and the Wales Government to provide and sustain the public network as much as possible.
- We have continued to support the delivery of the Modernising Education Programme. In 2015/16 our school transport network was successfully redesigned to support the reorganisation of secondary education in the former Dinefwr area as the new Ysgol Bro Dinefwr campus opened.

You said

We did

You wanted more reassurances when sending your children to school with Passenger Assistants.

The Passenger Transport section has reminded all transport contractors of the need to inform parents or guardians of any changes to travel arrangements and reminded all Passenger Assistants that personal identification must be worn at all times and shown upon request.

How we plan to achieve the KIOP this Year

What we will improve & how we will measure success	2016/17
	Targets
Road Maintenance & Infrastructure	
We will develop and implement a highway network hierarchy consistent with the National Code of Practice for Highways to improve our management of the highway asset. (12127)	March 2017
We will invest £2.125 million of capital to improve the condition of our highways, bridges and culverts. (12128)	March 2017
We will reduce the % of Principal (A) roads that are in overall poor condition (THS/011a) (2015/16 Result -4.6%)	4.0%
We will minimise the % of Non-principal/classified (B) roads that are in overall poor condition (THS/011b) (2015/16 Result -4.0%)	4.0%
We will reduce the % of Non-principal/classified (C) roads that are in overall poor condition (THS/011c) (2015/16 Result -13.7%)	12.0%
Percentage of principal (A) roads, non-principal (B) roads and non-principal (C) roads that are in overall poor condition (THS/012) - From 10.7% for 2015/16	9.5%
We will continue to invest in strategic transport infrastructure links to support economic development, by: <ul style="list-style-type: none"> Continuing with the construction of the Carmarthen West Link Road to support the relocation of S4C and facilitate mixed development. (12129) Taking forward Phase 2 of the Cross Hands Economic Link Road and secure planning permission for the scheme in 2016/17. (12130) Commencing work on improving the highway infrastructure at Ammanford to improve traffic flow and reduce congestion. (12131) 	March 2017 March 2017 March 2017
We will continue to press the Wales Government to deliver the Llandeilo By Pass road scheme. (12132)	March 2017
Cycleways	
We will complete the Llangennech to Dafen footway and cyclepath and commence work on our flagship Towy Valley Cycleway project to improve connectivity and to encourage more sustainable forms of travel. (12133)	March 2017
Passenger Transport	
We will continue to support the delivery of the Modernising Education Programme - redesigning networks to facilitate the movement of pupils as set out in our home to school transport policy. (12134)	March 2017
We will aim for at least 79% of adults aged 60+ to hold a concessionary travel pass (THS/007)	79%

How do we know we made a difference? / Is anyone better off?

We have started to improve over 20kms of footpaths across the country as part of *The Rights of Way Improvement Plan Funding Programme*. The investment of £55 thousand will make paths more accessible to walkers and will include new signage, bridging and surfacing with links to the Wales Coast path in Llangain. The Welsh Government project is managed by Natural Resources Wales and implemented by our countryside team. The project has also included the revision and updating of 5 County Walk leaflets covering Llwynwormwood, Llansteffan, Drefach Velindre, Cwmdru and Llandoverly.



Goal: F7 Ensuring the promotion of the Welsh language and Welsh culture

Our Review and Evaluation for 2015/16

Our Leisure Services play a key role in providing opportunities for people to take part in physical activity. They also play a key role in mainstreaming the Welsh language and ensuring that people can take part in a naturally bilingual environment.

Safonau Iaith Cyngor Sir Gâr
Carmarthenshire County Council
Welsh Language Standards



Following feedback from our customers and with the implementation of the Welsh language Standards, the Leisure and Culture division followed a series of Language & Customer Care Awareness sessions,

which provided staff with an opportunity to look at current practices and to set goals for future provision.

Below is the initial feedback from staff members who took part:

- *Think very differently - not in a 'policy' way but in a practical customer focussed way.*
- *It has made me more relaxed about Welsh. Also to practice my Welsh.*
- *The basic need to consider and evaluate our current customer service provision in Carmarthenshire and perhaps our customer demographic and the importance of communicating & supporting their values through the medium of Welsh.*
- *It's made me realise that any level of Welsh spoken is very important to how people in Wales perceive the business/organisation.*
- *Realisation that Welsh speaking staff can improve the customer experience. Integral part of good customer service.*
- *True bilingualism & how that might be embedded within service delivery.*

How did we perform during 2015/16?

- ✓ Every student who sat the Welsh for Adults examinations in Carmarthenshire this year was successful. A 100% pass rate has been announced for all three levels - Mynediad, Sylfaen and Canolradd.
- ✓ We will continue to monitor identified considerations in relation to the implementation of policy in respect of the Welsh language and culture and the implications of the emerging Planning Bill and any subsequent secondary legislation. The service contributes to the Welsh Language Members Advisory Panel in considering the role of Planning in the Welsh language.
- ✓ The Planning (Wales) Act 2015 received Royal Assent in July 2015, with secondary legislation and guidance released by Welsh Government for consultation (specifically Technical Advice Note 20 on Planning and the Welsh Language). Further guidance is expected next year once results of the TAN 20 consultation have been processed by Welsh Government.



Improvements for 2016/17

1. We will develop and publish a Welsh Language Promotion Strategy (12135)
2. We will monitor identified considerations in relation of policy in respect of the Welsh language and culture, and the implications of the Planning Wales Act 2015, and any subsequent secondary legislation. (12136)

Outcome G: Carmarthenshire has a stronger and more prosperous economy..

Providing secure well paid jobs and training opportunities for local people is central to everything we are seeking to achieve. In the past, too many young people have been forced to leave Carmarthenshire to get jobs. Working across all sectors – public, voluntary and private – we want to increase prosperity for everyone in the county.



Goals: (as agreed in the Integrated Community Strategy with partners)

- G1 – Developing business growth, retention specialisation (including retaining young people)
- G2 - Maximising job creation for all
- G3 - Developing a knowledge economy & innovation
- G4 - Ensuring distinctive places & competitive infrastructures
- G5 - Tackling poverty and its impact on the local economy
- G6 - To build a bilingual economy and workforce

Our Key Improvement Objective Priorities (KIOPs) are:

- Creating jobs and growth throughout the County
- Tackling Poverty

Progress at a glance:

Outcome Measures (as set out in Corporate Strategy)	Progress
Increased employment	✓
Reduction in working age population in receipt of out of work benefits	✓
Increased economic activity and productivity	✓

Our Performance & Results for 15/16 / Improvement Planned for 16/17:

Goal: G1 Developing business growth, retention specialisation (including retaining young people)

Our Review and Evaluation for 2015/16

Through a well established business support service, focused on key Pareto businesses and tourism support, we have continued to provide a personal high quality to our key enterprises which has resulted in targets being exceeded for job creation, youth enterprise activity and private sector enterprises created.

How did we perform during 2015/16?

Business Development

- ✓ We have general **Account Managed 40** key or strategic employers by managing and supporting a professional and business working relationship with them. The key programme of 'World of Work' has continued with several key businesses already participating including Magstim, Morganstone and S4C.
- ✓ The Swansea Bay City Region (SBCR) Strategy recognises the need to support business growth and specifically targets the need to support large-scale existing major employers across South West Wales. A cross region group has been formed to develop the **Pareto Employers** initiative which will witness businesses across the City Region directly influence the economic direction that the region takes and will shape policy according to business need. Carmarthenshire accommodates a large number of employers in key growth sectors and dialogue continues to identify priorities. Support for employers is ongoing with all 40 strategic companies in each County clearly identified.
- ✓ We have helped local businesses by ensuring that **94.9% of invoices were paid** within 30 days (*CFH/006*)
- ✓ We have delivered a **business start up workshop**, which was attended by 25 students who were interested in setting up their own business. These students have been invited to participate in this year's Beacon Bursary competition. We will continue to support the students who wish to set up a business by offering advice and support

Tourism/Visitor Economy

We are committed to continuing to improve the economy through tourism, an industry that is statistically worth £342million per annum to the County, by:

- planning and carrying out strategic research that assists us for example in accommodation and hotel studies
- acting as a catalyst and relationship builder with private, public & 3rd Sector to improve the tourism
- ensuring Carmarthenshire is effectively & innovatively promoted as a vibrant area to visit and stay
- ✓ We have supported 145 businesses through advising tourism and hospitality businesses on government led grant support schemes, tourism brown signs, promotional opportunities and one to one guidance on a variety of day to day issues.
- ✓ We secured £4.5million support from Welsh Government for development in Pendine, which will be one of the largest tourism projects in Wales over the next two years.
- ✓ We have been awarded £60,000 by Welsh Government to develop our 2016 plans for the Wales' **Year of Adventure** theme, to help showcase what Carmarthenshire has to offer. Businesses fully support the campaign which will celebrate the wealth of activities available to both visitors and residents including *Morfa Bay Adventure, Marros Riding Centre, Llandysul Paddlers, the National Botanic Garden of Wales, Cadw and Carreg Cennen Castle*.



Supporting Entrepreneurship

We recognise how important young people are for the local economy, and to enable future generations to continue to develop the economy. As part of our continued commitment in supporting entrepreneurship we have delivered a number of key events to both students in secondary, higher and further education.

- ✓ The final of the 2015 **Beacon Bursary** was held last June. The two winning business proposals were *Rapid IT* and *Women's Workwear Company*. They are both making good progress, with Rapid IT having moved into an office in The Beacon.
- ✓ Six of our schools took part in the **Swansea Bay Young Business Dragons**. The two winners of our semi final were QE High and St John Lloyd schools and they went on to represent the county in the final. QE High school was given a 'Highly Commended' prize, which was a great achievement for them. An evaluation of the whole event took place, with really positive results.
- ✓ Our schools continue to participate in our **'World of Work' programme** and last November, in partnership with S4C and the University of Wales Trinity Saint David (UWTSD) an event was held to help S4C engage with local schools to highlight the potential career opportunities which would come with the new headquarters - Canolfan Yr Egin. Forty, Year 12 pupils from six schools attended the event, attending workshops on the creative sector.
- ✓ Support has been provided to 95 young people via the Prosperous Youth Mentor & the Lift Team
- ✓ As part of our support to schools and colleges for their Welsh Bacallaureate, we have delivered presentations on business and enterprise to them



Pupils at a World of Work day

How do we know we made a difference? / Is anyone better off?



Cllr Meryl Gravell (Executive Board for regeneration and leisure) pictured with Nick Cvetkovic

During last years' live webcast with Sir Terry Matthews, Chair of Swansea Bay City Region, in which budding entrepreneurs from local secondary schools posted enterprise related questions to him via email and social media, one young school pupil from QE High, namely **Nick Cvetkovic** took it upon himself to go up to meet Sir Terry Matthews personally to seek his advise on setting up his own business.

Nick is in the process of setting up his business where he will be given free office space in the Beacon, and where he will create two or three jobs, during which he will also be studying for his A levels. He is being mentored by Sir Terry Matthews as well as receiving advice and support from ourselves.

Nick explained: "We will create brand identity for companies, logos for their websites and any other sort of graphic design for their promotions. I've done planning and research into what design businesses do and how they are run. I'm looking to employ 2-4 graduates to start off. I'm doing this on top of A-levels and there is a lot to do in school as well!"

Improvements for 2016/17

1. We will support opportunities to develop business growth, retention & specialisation in Ammanford & Cross Hands Growth Zone Areas; Carmarthen & Rural Areas; and Llanelli & Coastal Belt Areas - through initiatives such as Pareto, Account Management, Youth Enterprise Activity, World of Work and revisiting previous projects that have received grant aid support. (Target: Creating 20 jobs and safeguarding 40) **(12157, 12158, 12159) – Also linked to Goal G2**
2. We will ensure that a high percentage (93.5%) of undisputed invoices are paid within 30 days to help local businesses cash-flow **(CFH/006)**

Goal: G2 Maximising job creation for all

Our Review and Evaluation for 2015/16

As at end of 2015 there were **82,600** people employed in Carmarthenshire of which 78,300 were of working age 16-64 (StatsWales (APS/LFS), March 2016). This translated to an employment rate of **70.9%** higher than the Wales average of 70.3% but remaining below the UK average of 73.5%. Of this total, 33,800 were employed within the nine Welsh Government priority sectors.

The private sector supports 75.9% of the county's total employed population, emphasising the importance of enterprise and innovation to the overall prosperity and wellbeing of the county and its residents. We are a diverse county in many ways, our towns and villages have unique features; our bilingualism strengthens and defines us; our business community operates across many key emerging growth sectors.

Our tourism and leisure offering is inimitable and offers so much to residents and visitors alike. We offer strategic employment sites for business and employees to thrive. High levels of digital connectivity are now in place in Carmarthenshire for us to benefit from in both our home and work lives; and with more investment underway and planned within our transport infrastructure; our county is now extremely well connected.

During 2015/16 through our portfolio of products and services, which are designed for the needs of the Carmarthenshire business community, we created **180** jobs, safeguarded **109** jobs and improved our infrastructure to accommodate a further **1,220** jobs.

Creating jobs and growth throughout the County has been identified as a new Key Improvement Objective Priority for 2016/17

This is due to:

- Regeneration and jobs being a key priority for our Administration
- In order for us to be able to achieve the 2016/17 milestones for the Regeneration Master plan



KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)

Creating jobs and growth throughout the County

Carmarthenshire is a county that has seen unprecedented transformation in recent years. The Regeneration Master Plan will highlight much of the excellent work that is currently underway in terms of regenerating the county. It will showcase 6 key transformational projects that Carmarthenshire County Council and its strategic partners are intending to focus on over the next 15 years – this will create more than 5,000 new jobs and endeavour to create an economy within Carmarthenshire which is at 90% of the UK's average GVA level.

Our economy makes up part of the pioneering Swansea Bay City Region which has already and will undoubtedly, continue to offer new projects which will benefit Carmarthenshire.

Providing secure and well paid jobs for local people is central to everything we are seeking to achieve. In the past, too many young people have been forced to leave Carmarthenshire to get jobs. Therefore, creating jobs and providing high quality apprenticeships, training and work experience opportunities is a high priority for us. In order to progress this aim when we undertake investments in new schools, care homes, regeneration schemes and housing, we will work with contractors to maximise employment and training places for local people.

Key Measures of Success

Measure	2014/15 Result	Target	2015/16 Result	Target	2016/17 Target
Job Creation (5.6.3.5)	352	N/A	180	91	299
Jobs Safeguarded (5.6.3.6)	210	N/A	109	120	166
Jobs Accommodated (5.6.3.7)	100	N/A	1,220	1024	32

Overall the 2015/16 results significantly exceeded the job targets set out for the year. This is mainly due to additional projects being supported through the South West Wales Property Development Fund and higher than expected results from our business and social enterprise account management services.

The significant upturn in jobs accommodated figure in 2015/16 was due to the completion of the six year European funded projects such as: ADREF; Cross Hands East Strategic Employment Site Infrastructure Project; and the South West Wales Property Development Fund.

Having commenced a new European six year funding cycle in 2016/17, a number of the proposals identified for 16/17 are actions to secure funding and prepare projects for delivery that will realise significant economic outputs in later years, Delta Lakes (Wellness and Life Science Village) being one project that will deliver significant economic benefits across the region and beyond.

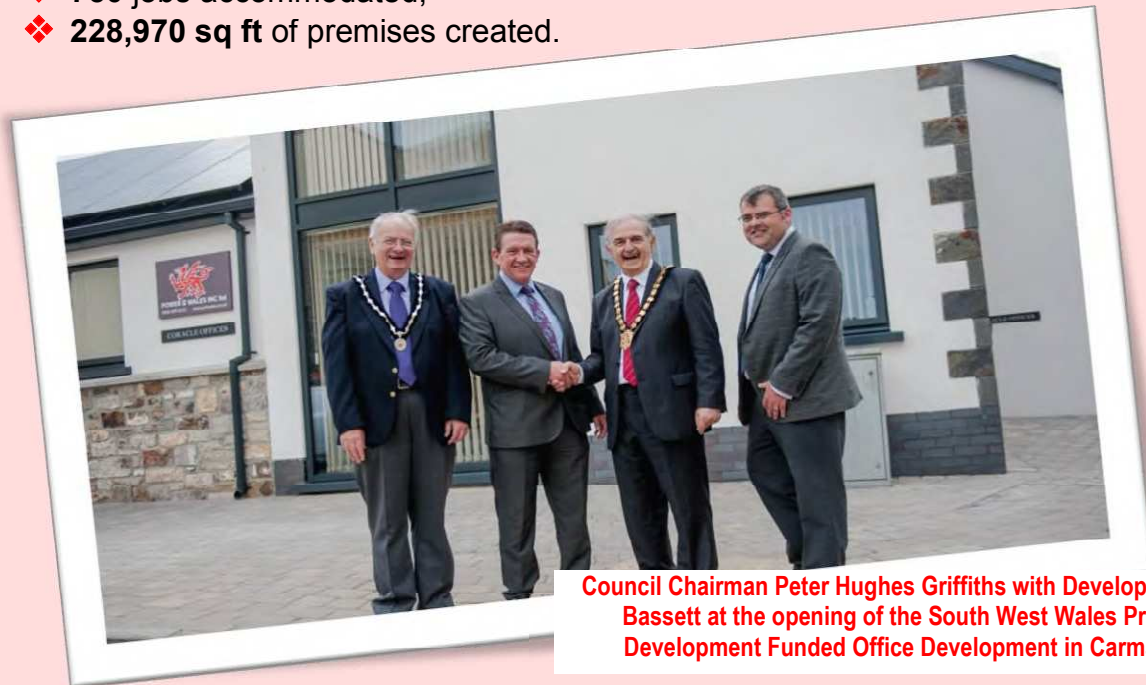
What works?

We helped create, sustain and accommodate jobs through the following:

- The South West Wales Property Development Fund
- Account Management of Carmarthenshire businesses
- Llanelli Town Centre Regeneration
- Cross Hands East Phase 1 Infrastructure Project

The South West Wales Property Development Fund

- ✓ The six year programme successfully completed in December 2015 with 15 projects having received funding to provide new office and industrial buildings across the South West Wales area. On completion the fund had achieved the following regional outputs:
 - ❖ Total investment into the region of **£26.6 million**;
 - ❖ **750 jobs** accommodated;
 - ❖ **228,970 sq ft** of premises created.



Council Chairman Peter Hughes Griffiths with Developer Andrew Bassett at the opening of the South West Wales Property Development Funded Office Development in Carmarthen

The opening of commercial premises in the centre of Carmarthen has been described as one of the final pieces of the jigsaw in the redevelopment of that part of the town. The Coracle Offices in St Catherine Street were built with the support of the South West Wales Property Development Fund. It has achieved a BREEAM Excellent rating for sustainability and is self sufficient for energy. It is therefore very important that small to medium sized businesses are able to find suitable accommodation in Carmarthenshire so that they can help build the local economy.

Account Management of Carmarthenshire Businesses

- ✓ All 40 **Pareto** businesses are now being managed with key intelligence being gathered. Key programme of World of Work is continuing with several key businesses already participating including Magstim, Morganstone and S4C.
- ✓ The **Community Bureau** is actively supporting a number of exciting and ambitious social enterprises which have growth plans in line with the South West Wales Economic Regeneration Strategy and Regional Learning Partnership Delivery Plan

Llanelli Town Centre Regeneration

- ✓ The **Adref** programme including Property Development Fund and Town Improvement Grant projects have been delivered successfully resulting in the following outputs: 116 jobs accommodated; 31,807 sq ft of premises created / improved and investment of £1.3m secured into the county in 2015/16
- ✓ The **Opportunity Street** project to regenerate properties along Stepney Street in conjunction with Welsh Governments Vibrant and Viable Places Funding has commenced with the acquisition and development of number 31 which is now occupied by Steps

Cross Hands East Strategic Employment Site

- ✓ The project to infrastructure a new **Strategic Employment site** in Cross Hands was completed in June 2015. The project which developed 8.5ha of land for employment use will accommodate 700 jobs and secured an investment into the county of £2.09m in 2015/16.

How do we know we will make a difference? / Will anyone be better off?

Delta Lakes - Wellness and Life Science Village

The multi-million pound Council-led project will be the first of its kind and is being developed through ARCH – A Regional Collaboration for Health - an initiative by Abertawe and Hywel Dda Health Boards and Swansea University. ARCH provides a new model for delivering healthcare specifically planned for today’s increasingly complex needs.



Economy Minister Edwina Hart meeting representatives from ARCH and the council on a visit to the proposed site at Delta Lakes.

The Wellness and Life Science Village on development land at Delta Lakes, Llanelli, aims to transform the way the region delivers care and promotes wellbeing – partnering first-class health, research and life science, with innovative leisure opportunities to help people live healthy lives

Proposals will include: a health & wellbeing academy, business and enterprise, infrastructure, Institute of Life Science, hotel/health tourism and primary care provision. Through a joint funding package (including EU/external funds), this project could realise an initial development in excess of £100M and has the potential to create between 800 and 1,000 jobs. *The project will therefore deliver significant economic benefits across the region and beyond.*

How we plan to achieve the KIOP this year

What we will improve & how we will measure success	2016/17 Target
We will support opportunities to develop business growth, retention & specialisation in Ammanford and Cross Hands Growth Zone Areas; Carmarthen & Rural Areas; and Llanelli and Coastal Belt Areas through initiatives such as Pareto, Account Management, Youth Enterprise Activity, World of Work and revisiting previous projects that have received grant aid support. (12157, 12158, 12159) – Also linked to Goal G2	Jobs created - 20 Jobs safeguarded - 40
We will focus on maximising job creation for all in the Llanelli and Coastal Belt areas by progressing actions on projects including: the ‘Wellness and Life Science Village’/Delta Lakes project (appointment of team and concept design); The Opportunity Street Llanelli Town Centre Project. (12160)	Jobs created - 4
We will focus on maximising job creation for all in the Carmarthen and Rural areas by progressing actions on projects including: Launch and fully commit the £2m Carmarthenshire Rural Enterprise fund; Launch and fully commit the £3m Transformational Commercial Property Development Fund; secure and support new tenants of the new Parry Thomas Commercial Centre (12161)	Jobs created - 12
We will focus on maximising job creation for all in the Ammanford & Cross Hands Growth Zone areas by progressing actions on projects including: providing support to private Sector Developers & Businesses Owners to bring forward key pending private sector led developments in Ammanford & Cross Hands (12162)	Jobs created - 200 Jobs accommodated - 32
We will focus on maximising job creation by progressing actions on projects identified in the County wide Employment & Skills Plan including: delivering the targeted finance fund; providing social enterprise support; working with 40 key account organisations/enterprises (12163)	Jobs created - 23 Jobs safeguarded - 46

See **Goal F3** for our LEADER and Communities First programmes also linked to this KIOP

Goal: G3 Developing a knowledge economy & innovation

In a digital age, it is very difficult to play catch up but the perfect time to leap frog. February 2016 saw the Swansea Bay City Region (SBCR) submit a ground-breaking 'Internet Coast' City Deal bid, in excess of £500m over 20 years, to the UK and Welsh Governments. Spearheaded by SBCR Chair, Sir Terry Matthews, Wales' first billionaire high tech entrepreneur who has founded and funded over 100 high tech communications companies to date, this is a proposition that harnesses the transformational power of digital connectivity to accelerate growth not only for the region but also across the whole of Wales and the UK.

The proposal is based upon the development of **three integrated strands**: the *internet of energy, the internet of health and wellbeing and the internet of economic acceleration*. In essence the SBCR aims to innovate, test, trial and commercialise internet based solutions that will transform the future of these sectors in much the same way as the internet has transformed communications and telephony.



In doing so, alongside related developments in advanced engineering, the SBCR aims to create high technology jobs both through start-ups and by attracting inward investment in high growth areas and become a circa £15bn economy by 2035 with productivity levels at 90% of the UK level. We will continue to further develop the Internet Coast proposal during 2016.

Regional Learning Partnership (RLP)

The RLP is a transformational partnership bringing education and regeneration partners together to help provide a better future for learners and potential learners across the south west and central Wales region.



It acts as a facilitation body to ensure that publicly-funded learning providers and associated organisations work collaboratively, effectively and efficiently across the areas of education and regeneration to meet the needs of the learners and the regional economy. Part funded by the Welsh Government, the partnership is made up of key representatives from local government, higher education, further education, the third sector, private sector, Careers Wales & Job Centre Plus.

Regional Delivery Plan for Employment and Skills (RDP):



VISION: To increase productivity and grow higher value jobs by addressing barriers, developing employability, skills and progression pathways

The aim of the RDP is to motivate growth in the economy by transforming the learning experience for individuals and employers to create a sustainable, dynamic, entrepreneurial and innovative culture, responsive to future business opportunities. Utilising the potential of our assets whilst promoting equality, diversity and the Welsh Language, is key to responding to the challenges of the diverse economy, demographics and geography of the region.

Employers are essential in this process - to increase productivity and deliver economic success in the region, businesses need to invest in increasing the skills of the workforce and inspire young people to achieve by offering them real-world experiences and meaningful work-placements.

- ✓ The Regional Development Plan for South West & Central Wales has been updated and submitted to Welsh Government, followed up by a consultation period with industry training providers and employers by July 2016

✓ The RLP undertook a **Demand & Supply Assessment** on behalf of the Welsh Government which was to be used to support the implementation of the Regional Delivery Plans and influence the delivery of skills training in the region in line with skills needs. The initial assessment focused on the four key areas of: Energy & Environment, Financial & Professional Services, Tourism, and Health & Social Care.

! There have been delays on the Workways+ project caused by waiting on Welsh Government approval for the project

LEADER

LEADER is the term used to describe a local development approach in rural areas which is implemented by local partnerships. LEADER support will be centred on innovation, networking and acting as a test bed for trialling new ways of working. Responsibility for the management and delivery of LEADER has been devolved to local partnerships, known as a Local Action Group (LAG). The existing rural partnership, 'Grwp Cefn Gwlad,' will undertake this role in Carmarthenshire.



✓ In early September, the LAG received formal approval of a budget of over £3m of RDP investment which will be available to support the piloting of innovative ideas and new ways of working in rural Carmarthenshire over the programme period (2014-2020).

✓ In November 2015, the team began specifically seeking projects in our communities that address certain priorities identified by the LAG. 18 Expressions of Interest were received, of which 6 were approved by the LAG to proceed to the 2nd stage of the application process.

✓ We successfully completed delivery of the European funded the Workways partnership project (employment skills) and have been successful in securing further European funding to support the delivery of the next round Workways+ project in the county up until 2020

✓ We won a two year £90,000 LEADER funded contract for the exploitation of digital technology in rural Carmarthenshire to run digital exploitation events and set up digital hubs in key strategic market towns.

! There have been delays on approving the Rural Development Plan (RDP) by Welsh Government which has had a knock-on effect on delays approving relevant projects

Improvements for 2016/17

1. We will develop a knowledge economy and innovation through Digital Projects identified in the County Wide Employment & Skills Plan including: Delivery of Digital Connectivity Rural Towns Project (12164)
2. We will develop a knowledge economy and innovation through the Workways+ Project identified in the County Wide Employment & Skills Plan to increase the employability of Economically Inactive and Long Term Unemployed people aged 25 and over, who have complex barriers to employment (12165)
3. We will continue to support the development of the bold and ambitious Swansea Bay City Region Deal proposal 'Internet Coast' (12167)
4. We will develop a knowledge economy and innovation through delivery of the LEADER Project as identified in the County Wide Employment & Skills Plan (12168)
5. We will develop a knowledge economy and innovation through the RLP Projects identified in the County Wide Employment & Skills Plan including: preparation & delivery of an Employment and Skills training Plan; facilitation and implementation of Regional Delivery Plan for employment & skills together with supporting the 'Skills pillar' of the Swansea Bay City Region (12169)

Goal: G4 Ensuring distinctive places & competitive infrastructures

The Swansea Bay City Region comprises of a number of highly distinctive and attractive places. It is a patchwork of urban and rural areas set against a stunning backdrop of National Parks, magnificent coastlines and impressive landscapes. The richness and diversity of our environment is a real strength and we must ensure that we preserve this for the future.

Our Review and Evaluation for 2015/16

A number of strategic infrastructure projects that had been developed over the past 6 years were completed in 2015/16. The Cross Hands East Strategic Employment Site, South West Wales Property Development Fund and Llanelli Town Centre Adref Projects were all completed in June 2015 with significant economic benefits for both the County and City region. In Pendine works continued on the Parry Thomas Commercial and Events Centre, whilst future proposals to redevelop the 'Museum of Speed' site have received a boost with the scheme being one of 10 schemes prioritised to potentially receive funding from Visit Wales Attractor Destination Project. Town Centre Partnerships in Carmarthen and Ammanford continued to make progress with delivery of Welsh Governments Town Centre Partnership scheme whilst the Opportunity Street project in Llanelli made significant progress with the acquisition and renovation of empty town centre properties

This has lead to:

- Attracting over £28.7m external funding / private sector investment
- Developing 162,447 sq ft of employment space
- 180 jobs being created and 1,220 jobs being accommodated

How did we perform during 2015/16?

Ammanford

- ✓ *Town Centre* activities are continuing as part of the Welsh Government Town Centre Partnership funding scheme, with a footfall counter having been installed to provide weekly data to monitor how effective activities and interventions have been
- ✓ *Foundry Row Site* - interests have been sought, with a preferred developer identified
- ✓ *Cwmamman Road* - the site has been marketed and developers have shown an interest
- ✓ *Glanamman Workshops* - scheme options have been explored with future funding avenues being investigated



Cross Hands East: Strategic Employment Site



- ✓ Construction works are complete with 8.5ha of land transformed into a fully serviced employment site incorporating primary site infrastructure, landscaping and flexible development plateaus. There has been significant interest for the site, with over 12 ongoing enquiries. The site will provide the necessary infrastructure to create a high quality commercial environment to deliver significant job opportunities. It is a key strategic employment destination within the county and is well placed to serve the region. It is anticipated that the development would accommodate 600 jobs.

- ✓ An application for funding is currently being drafted, requesting approximately £5m of ERDF grant for the South West region.

Carmarthen

We have continued to work closely with the *Town Centre Regeneration Forum* to develop and deliver a master-plan for the economic regeneration of Carmarthen and linked economic areas that will cover the period 2014 – 2030

- ✓ The Welsh Government Town Centre Partnership Funded Scheme which commenced in 2014 continues to be delivered. Projects delivered include – 3 new events including the Vintage Festival; footfall counter in King Street; interpretation signage improvements in Nott Square and King Street; a mobile, external projection system to display images on key buildings; trader tourism ambassador training and the launch of new branding
- ✓ We have continued to assist the University of Wales, Trinity St David's in relation to preparation of information for a bid to WG to identify gap funding for the relocation development of Canolfan Yr Egin / S4C
- ✓ The Carmarthen '*Business in the Community*' (BITC) scheme continues to grow from strength to strength and now has 13 national retailers participating in Carmarthen
- ✓ Work has commenced on the designs for both the Jacksons Lane and King Street elements of the master-plan proposals, these are expected to be completed by July 2017



Llanelli



- ✓ **ADREF (Adfywio Tref Llanelli)** – *Linkages*: we have completed or upgraded/new shared cycle pedestrian paths to and from the town centre; *Gateways*: completed improvements to key roundabouts (e.g. Trostre, Sandy) to create a better welcome to the town centre; *Property Development Grant*: through the grant, have created a new base in Carmarthenshire for Wales Air Ambulance.

Pendine



- ✓ Work to construct the Coastal Communities funded commercial and events building on the Museum of Speed site is nearing completion in spite of difficult weather conditions. The building houses four ground floor commercial units, incorporated public toilet facilities and an upper floor events / restaurant space.

Pibwrlwyd

- ✓ The team continues to work closely with Coleg Sir Gar to develop a master-plan for a strategic site that offers potential for: the consolidation and re-development of the existing elements of Coleg Sir Gar

How do we know we made a difference? / Is anyone better off?

Llanelli (Vibrant & Viable Places – Tackling Poverty: Opportunity Street)

Three properties have been bought as part of a £1.5m Opportunity Street project to further regenerate Llanelli town centre. The vacant premises 10, 12 and 31 Stepney Street were acquired with assistance from the Welsh Government [Vibrant and Viable Places](#) funding. Llanelli was allocated £1million under the programme over three years 2014/17. The main aim of the fund is to tackle poverty by creating jobs, encouraging skills development, improving housing, providing facilities and helping people into work.

The intention is to refurbish the properties to bring them back into use, for affordable housing units as well as commercial/service space in Llanelli Town centre. The project focuses upon the principles of preventing poverty and helping people out of poverty, and aims to provide solutions to the local housing need, training, earning and learning opportunities; and the commercial/ service space will hopefully attract new retail interests. Purchasing these properties is a direct way for us to help with the vacant property issue because by taking control, it can bring them back into beneficial uses and help to improve Llanelli town centre.



- ✓ Renovation of the ground floor of 31 Stepney Street for use as a pop-up shop for the Christmas trade was completed; this also gave an opportunity for the STEPS Social Care Social Enterprise Project to utilise the space to trade, as it provided them with a more accessible outlet and the opportunity for wider promotion of the STEPS project.
- ✓ For the refurbishment of 10 & 12 Stepney Street a planning application was submitted and a contractor appointed at the end of March.
- ✓ Additional WG funding has also been approved to purchase other vacant properties which will contribute to the project aims.

See also **Goal G5: Tackling poverty and its impact on the local economy**

Improvements for 2016/17

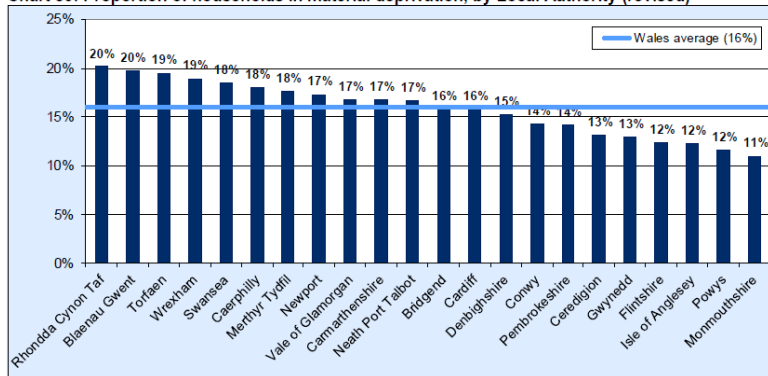
1. We will focus on ensuring distinctive places & competitive infrastructures in the Carmarthen & Rural areas by progressing actions on projects as identified in 16/17 plan including: Pendine Attractor Project (Secure funding & Prepare Design); Jacksons Lane, Carmarthen (Secure Funding and Prepare Design); King St, Carmarthen Pedestrianisation Scheme (design and traffic order) **(12170)**
2. We will focus on ensuring distinctive places & competitive infrastructures in Llanelli & Coastal Belt areas by progressing actions on projects as identified in 16/17 plan including: Building For The Future Llanelli YMCA Project (Secure Funding and Designs); Llanelli Town Centre Loan Fund for refurbishment and new build projects (release, market and fully allocate); Burry Port Commercial leisure Site (market and secure developer); Pembrey Peninsula Master-Plan **(12171)**
3. We will focus on ensuring distinctive places & competitive infrastructures in the Ammanford & Cross Hands areas by progressing actions on projects as identified in 16/17 plan including: Cross Hands East Phase 1 Self Build (secure funding and design); Cross Hands East Phase 2 Strategic Infrastructure Project (secure ERDF funding); Former Ammanford Police Station Site (secure developer); Carregamman Car Park Enhancement **(12172)**

Goal: G5 Tackling poverty and its impact on the local economy

Poverty relates to a relative socio-economic position in which people lack the adequate income, resources and opportunities to enable them to have an acceptable standard of living within the context of the society in which they live. (European Council & European Commission, 2004)

As the above definition demonstrates, poverty is much broader than money. Poverty impacts upon and is impacted by social, cultural, material and emotional deprivation as well as economic and is concerned with the exclusion of individuals and communities from ordinary living patterns.

Chart 30: Proportion of households in material deprivation, by Local Authority (revised)



Therefore, measures such as levels of material deprivation, which looks at a household’s inability to afford goods and activities typical of society, become more significant in indicating and understanding levels of poverty. According to the National Survey for Wales, 17% of Carmarthenshire’s households experience material deprivation which is slightly above the Welsh average of 16%.

Source: National Survey for Wales (Revised)

Our Review and Evaluation for 2015/16

Why tackling poverty continues to be a Key Improvement Objective Priority in 2016/17

- just over a third of households in Carmarthenshire can be defined as living in poverty, this is above the Welsh average.
- poverty limits the opportunities and prospects for children and young people, damages the quality of life for families and communities and harms the health, well-being and life expectancy of far too many.
- poverty is not only an issue which affects us here and now but also one which has a long term detrimental effect on people’s lives and our society in the future.
- poverty has a detrimental impact for individuals and communities both directly and indirectly affected
- the cross cutting nature of poverty impacts across all areas of society and services delivered by the Council
- the work of the Elected Members Tackling Poverty Focus Group



**KEY IMPROVEMENT OBJECTIVE PRIORITY (KIOP)
Tackling Poverty**

“The Council is working hard to tackle poverty, which presents a major challenge, but without its contribution the situation may be worse”

Welsh Audit Office: Annual Improvement Report 2016.

Over the past three years we have been identifying and developing the work we currently undertake across all Council departments in relation to tackling poverty.

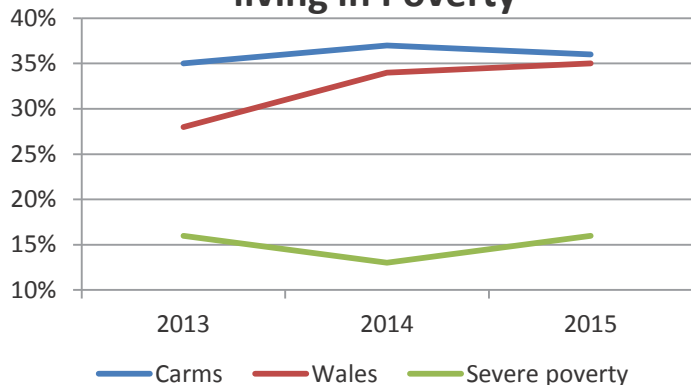
Key Measure of Success:

Household Income Figures Source: CACI’s ‘PayCheck’ data						
Households Living in Poverty	2013		2014		2015	
	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales
	28,543 (35%)	368,119 (28%)	29,956 (37.1%)	446,586 (33.6%)	29,086 (36.3%)	459,283 (35%)

Why is this measure important?

Welsh Government defines poverty as when “household income is less than 60% of the median income”. For Carmarthenshire that means a household where **income is less than £16,673 a year**.

Carmarthenshire Households living in Poverty



CACI Paycheck Data 2015

On this definition **36.3%** of all Carmarthenshire’s households can be defined as living in poverty in 2015, a decrease of 0.8% from 37.1% in 2014.

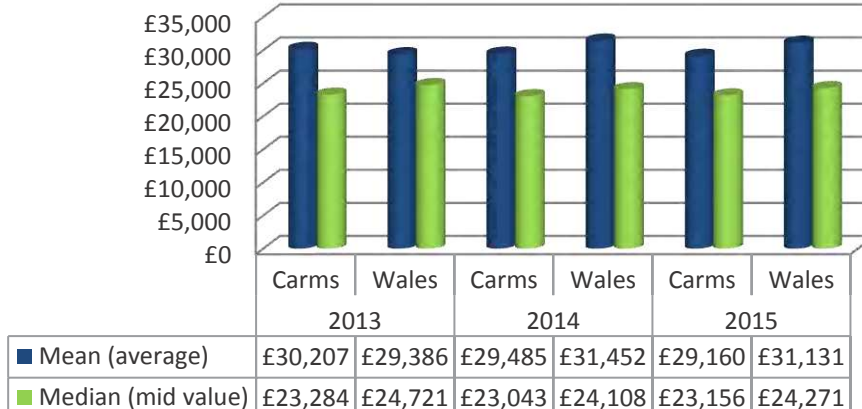
! However the number of households living in **severe poverty** in Carmarthenshire has increased over the last year with the number of households receiving an income of less than £10,000 a year rising from 13% in 2014 to nearly 16% in 2015.

! Rural Poverty

Of the 29,086 households living in poverty across Carmarthenshire 58% (16,766) are located in rural areas (as defined under the Rural Development Plan 2015-20).

CACI Paycheck Data

Household Income



Furthermore 59% of the County’s rural wards have recorded a **decrease** in average household income between 2014 and 2015.

This is consistent with the trends of both Wales and Carmarthenshire as a whole where the average income has decreased in the last year.

Our strategy for tackling poverty follows the Welsh Governments strategic priorities of

- Preventing poverty
- Helping people back into work
- Improving the lives of those living in poverty

Preventing Poverty

Living in poverty can significantly impact a child’s life chances and there is therefore a strong correlation between being born poor and experiencing a lifetime of poverty. This intergenerational cycle of poverty is unjust and simply unacceptable.

Preventing poverty is not just about intervention with children and young people but with all groups at increased risk of experiencing poverty. In providing early, targeted and holistic interventions to vulnerable individuals and groups we not only reduce the likelihood of poverty occurring in our communities but reduce the need to establish more costly responsive, mitigating programmes.

Helping People into Work

Getting people into work is one of the most fundamental and effective means of tackling poverty in all its forms. Work not only provides income, but also opportunities for social, emotional and cerebral development as well as general health and well-being. Although there is rising concern around the numbers of people experiencing in-work poverty, helping people into work and to progress within work remains a key focus as chances of experiencing poverty dramatically increase in workless households.

Improving the lives of people living in poverty

There will always be circumstances where people find themselves in poverty for a multitude of reasons that cannot always be foreseen or prevented. It is crucial that in these instances people have access to help to maintain basic standards of living, and support to firstly mitigate the daily impact of poverty and ultimately to find a route out of it.

Last Year

We delivered 10 out of our 12 KIOP commitments last year

Last Year's Commitments		Progress Comment
We will undertake a study of Rural Poverty in Carmarthenshire to identify need / hidden poverty in rural communities (11825)	✓	The Rural Poverty study was conducted on behalf of the Grŵp Cefn Gwlad rural development partnership. The study undertook a full assessment of need within rural communities in respect of issues such as prosperity, education and housing. Existing statistical information was used, together with original survey research of over a 1,000 rural households. This produced a highly credible and unique view on the issues of rural poverty in Carmarthenshire which is being used as a solid evidence base on which funding decisions are being made. The LEADER team are engaging with local people to identify innovative solutions to some of the issues raised which could potentially be piloted under the new programme.
We will formulate a tackling poverty action plan for Carmarthenshire, monitoring headline actions (11826)	✓	An action plan has now been formulated and will be updated annually to capture any new or updated tackling poverty activity. This action plan will form the basis of the Tackling Poverty KIOP for 2016/17 (see <i>How we plan to achieve the KIOP this year</i>)
Preventing poverty		
% pupils that are eligible for Free School Meals who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language & mathematics (5.0.3.1) Target: 31.60%	✓	The performance of pupils in receipt of eligible Free School Meals has been improved across nearly all Key Stages with 33.69% achieving the Level 2 threshold inclusive measure which is an improvement on 28.85% for the previous year. This success reflects the impact of work undertaken by schools and officers focusing directly on higher achievement for this vulnerable group.
Helping people into work		
% of people aged 16-64 in Employment in Carmarthenshire (Oct 14 - Sep 15) (Source: Annual Population Survey ONS) (Previous Year Result: 68.6% WA: 69.5%)	✓	The % of people aged 16-64 who are in employment in Carmarthenshire has steadily risen over the last three years from 66.7% in September 2013 to 68.6% in September 2014 and 69% in September 2015 . Although employment figures are consistently below that of the Wales average, unemployment rates continue to be less than 1% point lower in Carmarthenshire than for Wales as a whole.
The % of children living in workless households (Source: Welsh Government Stats Wales - 2014) (Previous year Result: 20.4% (Wales Average 16.5%))	✓	The % of children living in workless households in Carmarthenshire has reduced dramatically from 20.4% at December 2013 to 14.8% at December 2014 a reduction of over 2000 children.
We will continue to work to support interventions which address the issue of NEETs (16-25) (11827)	✓	Work is on-going to deliver the Welsh Government's Youth Engagement & Progression Framework (YEPF). The following are some actions put in place to help reduce the number of young people becoming NEET; Year 11 Information Advice and Guidance from Job Centre Plus staff; Careers Events; Year 11 AS level entry requirements of GCSE Maths & English; Common Area Prospectus and Application Process (CAP) – similar to UCAS university process; 11-19 Education Review in Carmarthenshire; Closer links with our Regeneration team

<p>The % of Year 11 leavers (aged 15/16) that are known not to be in education, employment or training (NEET) (5.1.0.1) Target 3.0% (previous year 3.4%)</p>	<p>✘</p>	<p>Unfortunately there has been a slight increase in the % NEET for year 11 leavers to 3.5% but the number has remained the same at 69 pupils for the last two years. Due to the decrease in total of year 11 leavers the % result has increased. The Youth Service has been subject to considerable financial and staffing uncertainty over the past year which has affected the capacity of staff to support young people effectively. Restructuring of the Youth Service is now complete and it is hoped that approval will finally be gained for the Cynnydd project, bringing an additional £2.2M of European Social Fund (ESF) to support young people at risk of becoming NEET.</p>
<p>Improving the lives of those living in poverty</p>		
<p>We will reduce the average number of days taken to process new Housing/Council Tax Benefit claims (6.6.1.2) Target: 24.5 days</p>	<p>✓</p>	<p>We have exceeded our target for reducing the average time for processing housing/council tax benefit claims by over 2 days in the last financial year. Our target was a reduction from 26 to 24.50 days however our average time for processing claims at March 31st 2016 is 21.76 days.</p>
<p>We will retain the low average number of days taken to process notifications of changes of circumstances in Housing/Council Tax Benefit claims (6.6.1.3) Target 5 days</p>	<p>✘</p>	<p>There is a slight decline in the number of days taken to process Housing and Council Tax change of circumstances and the average at end of 2015/16 was 5.23 days. There has been a conscious change of approach with resources and processes focusing on New Claims processing, with a resultant significant improvement in that measure. This has however meant results for Change in Circumstances have slipped very slightly. Nevertheless the result is still well within the top quartile of the latest available all-Wales comparative data.</p>
<p>We will retain the high % of recently calculated Housing/Council Tax Benefit claims that have been calculated accurately based on a sample check at 94% or above (6.6.1.9) Target 94%</p>	<p>✓</p>	<p>During 2015/16 95.45% of the calculated claims were correct based on a sample check which has exceeded our target and showing an improvement on the previous year of 93.94%</p>
<p>% of working age population in receipt of out of work benefits (Nov 14 -Nov 15) (Source: ONS) (Previous Year Result: 12.5% WA: 12.7%)</p>	<p>✓</p>	<p>The % of the working age population in Carmarthenshire in receipt of out of work benefits has reduced in 2015 to 11.1%</p>
<p>We will continue to raise awareness of welfare reforms, particularly the roll-out of Universal Credit affecting Housing Benefit recipients' and engage with partners to ensure that both customers and landlords are properly supported (11794)</p>	<p>✓</p>	<p>Universal Credit (UC) rollout in Carmarthenshire for single claimants began in Oct15 consequently only very limited numbers have gone onto UC. Information in relation to UC is on the website. The new Delivery Partnership Agreement (DPA) with the Dept Work & Pensions (DWP) is in place for 2016/17 whereby the Authority will provide (amongst other things) budgeting support and supporting digital access where required. The Welfare Reform Partnership Steering Group involves a number of our services as well as key partners are currently preparing impact mitigation actions to consider going forward.</p>
<p>We will help additional residents in Carmarthenshire fight fuel poverty in their communities by co-ordinating 'Fuel Clubs' to bulk purchase oil and a reduced price. (11164)</p>	<p>✓</p>	<p>Fourteen fuel clubs now exist across Carmarthenshire introducing residents to cheaper fuel options in the form of community bulk oil orders and credit union services. Fuel club coordinators have received training to become energy champions within their community to encourage fellow residents to engage in energy saving opportunities. (see below for further information)</p>

How do we know we made a difference? / Is anyone better off?

Fuel poverty can have serious detrimental impacts on the health, wealth and well-being of individuals and communities. Fuel poverty is often concentrated in rural areas where cheaper fuel options such as mains gas is not readily available. As a largely rural county many of Carmarthenshire's residents are dependent on more expensive sources of fuel and Carmarthenshire County Council's housing services department have been working with residents for a number of years to support people experiencing fuel poverty or struggling to meet energy bills.

Run by volunteers a number of money saving fuel clubs have been set up which see residents come together to place bulk orders with local fuel providers, taking advantage of significant





There are now fourteen clubs across Carmarthenshire some with an excess of 500 members making substantial savings on their energy bills and reducing the cost of heating their homes. Members of the Drefach Felindre Fuel Club for example save £20 per order and £750 for the community in total per month amounting to £9,000 per annum. These savings are mirrored across the County's clubs with some of the larger clubs saving as much as £50,000 per annum.

The scheme has received national recognition at two prestigious awards this year. At the Feel the Heat awards 2016, run by Carmarthenshire fuel poverty charity National Energy Action (NEA), Carmarthenshire Fuel Clubs received runners up position and was the only Local Authority winner at the Welsh Housing Awards 2015 receiving first place in the New Idea of the Year category.



How we plan to achieve the KIOP this year

What we will improve & how we will measure success	2016/17
	Target
We will develop a Tackling Poverty Policy statement outlining the Council's overarching approach to tackling poverty. (12137)	August 2016
We will establish a Tackling Poverty Advisory Panel to oversee the Tackling Poverty Action Plan and support the Executive Board Member with responsibility for Tackling Poverty in executing their responsibilities. (12138)	August 2016
We will update the tackling poverty action plan to reflect priorities for 2016/17 and embed it into the KIOP. (12139)	July 2016
Preventing Poverty	
We will further develop the Team Around the Family (TAF) approach across the county for 0-25 year olds as a means of accessing preventative services, in accordance with the implementation of the SSWB Act (2014). We will actively engage in planning for future change and sustainability in view of changes to the Families First (FF) grant and focus on reducing the need for statutory care and support. (12140)	March 2017
We will continue to implement the final year of the expanded Flying Start (FS) programme, promoting early intervention for disadvantaged families with children (0-3) living in specific deprived communities. We will actively engage in planning for future change and sustainability in accordance with Welsh Government future guidance for the grant. (12141)	March 2017
We will continue to implement the final year of the re-commissioned Families First (FF) (0-25) programme, promoting early intervention for disadvantaged families across the County. We will actively engage in planning for future change and sustainability in accordance with Welsh Government future guidance for the grant. (12142)	March 2017
We will further develop childcare and play opportunities in line with gaps and priorities detailed in the respective Child Care and Play Sufficiency Action Plans 16/17. (12143)	March 2017
% pupils that are eligible for Free School Meals who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language & mathematics (5.0.3.1) 2015/16 Target: 31.60% Result: 33.69)	34.20%
Helping People Into Work	
% of people aged 16-64 in Employment in Carmarthenshire (Oct 14-Sep15) (Source: Annual Population Survey ONS)	-
The % of children living in workless households (Source: Welsh Government Stats Wales - 2014)	-
	14.8% (Wales Average 14.6%)

Improving the lives of those living in poverty	
We will deliver a campaign to raise awareness of financial advice and support available to residents. (12144)	
We will support local communities to develop projects/activities to address issues of rural poverty highlighted through the rural poverty study 2015. (12145)	ongoing
We will retain the reduced average number of days taken to process new Housing/Council Tax Benefit claims (6.6.1.2) (2015/16 Target: 24.5 days Result: 21.76 days)	23 days
We will retain the low average number of days taken to process notifications of changes of circumstances in Housing/Council Tax Benefit claims (6.6.1.3) (2015/16 Target: 5 days Result: 5.23 days)	5.5 days
We will retain the high % of recently calculated Housing/Council Tax Benefit claims that have been calculated accurately based on a sample check (6.6.1.9) (2015/16 Target: 94% Result: 95.45%)	95%
% of working age population in receipt of out of work benefits (Nov 14 - Nov 15) (Source: ONS) (Previous Year Result: 12.5% WA: 12.7%)	-
We will help additional residents in Carmarthenshire fight fuel poverty in their communities by co-ordinating 'Fuel Clubs' to bulk purchase oil and a reduced price. (12146)	Mar 2017 & ongoing



It was sometimes difficult to get through to the Housing Benefit team by telephone

- Supervisors have been reminded of the importance of monitoring call volumes regularly and will adjust call team staffing levels as required.
- Additional lines are also opened at peak times

How did we perform during 2015/16?

Communities First

Communities First (C1st) is the Welsh Government's flagship programme for a community focused approach to tackling poverty.

It supports the most disadvantaged people in the most deprived areas with the aim of helping to alleviate persistent poverty. The programme aims to contribute, alongside other programmes, to narrowing the education/skills, economic and health gaps between our most deprived and more affluent areas. The three areas it delivers across are:

- Prosperous Communities (Economic)
- Learning Communities (Education/Skills)
- Healthier Communities (Health)



The Communities First Programme is delivered geographically across one **Cluster Area** – Tyisha, Bigyn, Glanymor, Llwynhendy, Hengoed, Lliedi, Ammanford, Trimsaran & Felinfoel

Key Outcomes last year under the Communities First programme



Prosperous Communities: We run five Goals Clubs and two 'Kick Start' youth Goals Clubs per week in community venues providing support with CV writing or updating, Universal Jobsmatch support, online job applications, Universal Credit support, IT courses and debt & benefit support.

Lift Programme: The programme supports people who have been out of work for six months or more from households where no adult is in work, to find sustainable training and jobs.

Healthy Communities: Since April 2015, participants who are experiencing mild and moderate mental well-being issues including anxiety, low self confidence and low self esteem have been supported through our wellbeing programme.

Learning Communities: We have delivered numerous accredited training courses to increase participant's employability including; Emergency First Aid, Retail, Customer Service in Hospitality, Health and Safety in Construction and Food Hygiene.

Preventing Poverty

- ✓ Our 'innovative and engaging' financial education website, [Money Wise \(Synnwyr Arian\)](#) was named Best Local Authority Exhibitor at the [Chartered Trading Standards Institute](#) National conference in July 2015. The website is now available to all of Carmarthenshire's primary schools and trials are also taking place in alternative settings including family centres and youth groups. Thousands of children across the County have completed the programme which has helped them to build essential life skills for preventing poverty. "Children are really engaged with the resource. It is very visual and they especially loved finding out the salaries of various jobs!" Laugharne CP School.
- ✓ Free advice event held for parents and expectant mothers in Llanelli Leisure Centre by Communities First. Sessions including language and play, baby massage, sewing workshops, and much more were held giving parents an important opportunity to pick up all sorts of useful advice on things like good nutrition, keeping down the family's energy bills, and making sure their children are safe in the car.
- ! Only 70.4% of children eligible for free flying start child care placements were registered for take up in 2015/16.
- ! There are 4,200 children living in 11,200 workless households across Carmarthenshire



Helping People Back / Into Work

- ✓ Ten further apprenticeship opportunities were made available during the year as part of the Work Ready Programme which provides a diverse range of employment and work experience in a local authority setting. Daniel Thomas, who trained within the transport department, said: *"I feel very fortunate - I was stuck in a career I didn't want to be in, and now I've got an NVQ in business administration and gained a position in the council's department for communities."*
- ✓ Jobs fair hosted by Un Sir Gar in partnership with the Department for Work and Pensions (DWP) and Communities First attracted more than 500 attendees to meet with over 15 local employers in order to secure jobs or training opportunities.
- ✓ We launched a 15 week rugby pilot programme to support young women in the Ammanford area who are not in employment, education or training (NEET) and who are not engaged in an active lifestyle. 25 places were supported through the programme to help young people between the age of 16 and 25 develop skills and to keep fit and healthy.
- ! The Workways programme came to an end in 2014/15 but during the last 12 months work has been undertaken with our neighbouring Local Authorities to set up a New Adult Employability project 'Workways +' under the new EU programme. It has now been approved with an official announcement from Jane Hutt AM (WG Minister for Finance/Governance & Business) made on 16th February 2016. Project mobilisation began on April 1st 2016 and will operate until November 2018



Council apprentices with representatives of the council's Executive Board and staff

Improving the lives of those living in poverty

- ✓ We have supported 4,857 customers as part of the Universal Support Delivered Locally (USDL) trial to help citizens with the transition to the new Universal Credit Welfare Benefit system. Despite the trial ending in August 2015 all elements of the trial have been embedded into business as usual ensuring ongoing support in accessing financial and digital advice.
- ✓ Housing Options teams in partnership with Shelter Cymru launched dedicated homelessness advice sessions to address the increased number of cases usually experienced following the Christmas period. In the first three weeks of the scheme twenty four households came forward looking for support, thirteen of which were found to be at real risk of becoming homeless and received additional support from the teams.
- ✓ Trading standards officers have been working closely with Police colleagues to identify and visit residents potentially vulnerable to mail, internet and telephone scams. The pilot has been running in the Ammanford area and is now being extended to Llanelli.
- ! According to WIMD 2014, 88% of the Carmarthenshire LSOAs in the top 30% most deprived areas in Wales for access to services are located in rural parts of the county including three LSOA's that are within the 10% most deprived areas in terms of access to services in Wales.

Other Improvements for 2016/17

1. We will link the Mobile Library service with Un Sir Gar (the Hub) to provide employability and Digital support services across the county - linking in with the Carmarthenshire 'Do It Online' campaign. (12150)
2. We will replicate the 'hub' arrangements in other areas at premises within or close to the Town Centre. (12151)

Goal: G6 To build a bilingual economy and workforce**Our Review and Evaluation for 2015/16**

Sectors, Sites, Seaside & Shwmae – We are a diverse county in many ways, our towns and villages have unique features; our bilingualism strengthens and defines us; our business community operates across many key emerging growth sectors. The makeup of our economy is a mixture of elements all enhanced by strategic employment sites; businesses in varied sectors; a bilingual and connected economy that is unique and presents outstanding opportunities. Carmarthenshire has an offering for all, with a lifestyle, heritage and sense of place that is traditional, modern and welcoming.



According to the 2011 Census, there are nearly 80,000 Welsh speakers in Carmarthenshire. Considering that the population of the County is 183,777, nearly 1 in every 2 customers speaks Welsh. As a local authority we have a duty to encourage the use of our Welsh language services. This principle forms an important part of the Welsh public sector's efforts to contribute towards the prosperity of the Welsh language as a unique, minority but living language.

There is a business advantage to using Welsh

Offering a language choice to customers is good practice in customer care and shows respect to the customer and respect to the Welsh Language.

Welsh Language Standards detail how we are supposed to treat the Welsh language when providing our services. The standards which have been passed by the Welsh Government are placed on us by the Welsh Language Commissioner and from April 2016 we are required to comply with the new standards. The standards require us to 'treat the Welsh language *no less favourably* than the English language', and to 'promote and facilitate the use of Welsh in the county'.

Safonau Iaith Cyngor Sir Gâr
Carmarthenshire County Council
Welsh Language Standards

**How did we perform during 2015/16?**

- ✓ We have undertaken detailed preparatory work for the introduction of the Welsh language Standards. This includes promotional / explanatory messages for staff and detailed guidelines to support them in their day to day duties
- ✓ We have invested in our Translation Unit to ensure that we are able to support officers to work bilingually and that all documentation from the council is to a high standard
- ✓ We have continued to tailor our Welsh in the workplace provision for staff. One of the key successes is a specialist course for individuals who provide care for older people. This reaffirms our commitment to the 'More than Just Words' strategic framework for the Welsh language in Social Care and Social Services.

How do we know we made a difference? / Is anyone better off?

The Carmarthenshire Welsh language Forum has developed and published a series of guidance for Businesses across the county, in order to support them to promote the Welsh language in their day to day work.

The guidance gives practical support on steps that can be taken by businesses to increase the use of the Language and explains the advantages of working bilingually. This includes:

- A higher public profile, wider support base as businesses increase the size of their target market, and promote customer loyalty

- Language is an important part of every person's identity
- The Welsh Language (Wales) Measure 2011 gives the Welsh language an official status in Wales
- A person can express themselves more effectively in their chosen language
- Providing bilingual services and contributes to equality and good practice
- Respecting the language choice of Welsh speakers and non-Welsh speakers
- Contribute towards protecting the county's intrinsic language and culture
- Research shows that being bilingual promotes the ability to solve problems and learn other languages
- Win instant rapport with clients

See also Goal F7: *Ensuring the promotion of the Welsh language and Welsh culture in the Sustainable Outcome*

Improvements for 2016/17

1. We will strengthen the position of the Welsh language in Carmarthenshire by implementing the recommendations of the 'Welsh Language in Carmarthenshire' report of March 2014. (12152)
2. We will increase the % of businesses trading bilingually through our business account management function with businesses and the third sector by encouraging businesses to see the value of doing business bilingually (12173)
3. We will require all applicants in receipt of an offer of third party grant funding to have a Welsh Language Policy in Place (Target of 30 businesses) (12174)

Appendix A

There is a suite of **National measures** for all council's in Wales, where we are required to collect them, to set performance targets and publish both our target and performance in our Annual Report/Improvement Plan

There are two main ways of measuring improvement:-

- Year on year improvement – shown under 'A' in the table below
- How we compare with other Authorities in Wales – shown under 'B' in the table below – the majority of the comparative data is for 2014/15 other than some of the Education data which is for 2015/16 and marked with #. All 2015/16 results for all Welsh Authorities, will be published by the Local Government Data Unit in September 2016.

A				B																								
The 41 measures published by all councils in Wales and our results for <u>2015/16</u> and whether they have improved on 2014/15				How our results rank compared to 21 authorities in Wales and our change in position																								
			Our 2015/16 result and change	22 nd	21 st	20 th	19 th	18 th	17 th	16 th	15 th	14 th	13 th	12 th	11 th	10 th	9 th	8 th	7 th	6 th	5 th	4 th	3 rd	2 nd	1 st			
				Worst results										Best Results														
				Arrows start from our 2013/14 position to our 2014/15 position																								
Building a Better Council																												
1	Number days lost due to sickness absence. (CHR/002)	10.1	↓																									→
People in Carmarthenshire are healthier																												
2	Visits to Sport & Leisure facilities per 1000 population (LCS/002b)	6,905	↓																									
3	% Food premises broadly compliant with standards (PPN/009)	94.98	↑																									←
4	Days taken to deliver a Disabled Facilities Grant (PSR/002)	232	↑																									→
5	Delayed transfer of Care (SCA/001)	4.69	↑																									←
6	Supported in the community (65 or over) (SCA/002a)	57.92	↓																									→
7	Residential Care (65 or over) (SCA/002b)	18.74	↑																									←
8	% New affordable housing units/all new housing units (PLA/006b)	8	↔																									←
9	% Private sector dwellings returned to occupation (PSR/004)	5.73	↑																									←
10	% Clients with care plan at 31st March- reviewed (SCA/007)	74.7	↑																									→
11	% Carers offered an assessment in their own right (SCA/018a)	100.0	↔																									↔
People in Carmarthenshire fulfil their learning potential																												
12	% Pupils achieving Key Stage2 Teacher Assessment (EDU/003)	88.2	↑	#																								←
13	% Pupils achieving Key Stage3 Teacher Assessment (EDU/004)	85.1	↑	#																								←
14	Average point score in external qualifications (EDU/011)	580.3	↑	#																								←
15	Achieved the Level 2 threshold (EDU/017)	61.1	↑	#																								→
16	No. of visits to Public Libraries per 1,000 pop. (LCL/001b)	7,203	↑																									→
17	Average qualifications score-looked after children(SCC/037)	334	↑																									←
18	% Pupils leaving with no qualification (EDU/002i)	0.0	↔																									↔

Appendix A

			22 nd	21 st	20 th	19 th	18 th	17 th	16 th	15 th	14 th	13 th	12 th	11 th	10 th	9 th	8 th	7 th	6 th	5 th	4 th	3 rd	2 nd	1 st	
People in Carmarthenshire fulfil their learning potential - continued																									
19	Pupils in care leaving with no qualification (EDU/002ii)	0.0	↔																						joint with 18
20	Percentage of pupil attendance in primary schools (EDU/016a)	95.2	↑	#																					
21	% Pupil attendance in secondary schools (EDU/016b)	94.2	↑	#																					
22	% Of statements submitted < 26 weeks incl exceptions (EDU/015a)	34.8	↑																						
23	% Of statements submitted < 26 weeks excl exceptions (EDU/015b)	80.0	↑																						
24	% Achieving Welsh (first language) Key Stage 3 (EDU/006ii)	43.2	↑																						Same
People who live, work and visit Carmarthenshire are safe and feel safer																									
25	% Adult protection referrals - risk managed (SCA/019)	92.61	↓																						
26	% Looked-after children changing school (SCC/002)	3.9	↑																						
27	% Children in care with 3 or more placements in a year (SCC/004)	14.9	↓																						
28	% Initial assessments - been seen alone by SW (SCC/011b)	46.5	↓																						
29	% Statutory visits to looked after children (SCC/025)	98.2	↓																						Same
30	% 19yr olds formerly looked after- LA in contact (SCC/033d)	100.0	↔																						joint with 6
31	% 19yr olds once looked after, non-emergency accom (SCC/033e)	94.7	↑																						
32	% 19yr olds in education, training, employment (SCC/033f)	73.7	↑																						
33	% Children that have pathway plans as required (SCC/041a)	100.0	↔																						joint with 9
34	% Of children's reviews carried out on time (SCC/045)	89.4	↔																						Same
Carmarthenshire's communities and environment are sustainable																									
35	% Change in average Display Energy Certificate score (CAM/037)	TBC		New measure for 2015/16 therefore no comparative data available																					
36	% Highways inspected for high/acceptable standard (STS/005b)	98.9	↓																						
37	% Municipal wastes sent to landfill (WMT/004b)	5.24	↑																						
38	% Municipal waste reused, recycled or composted (WMT/009b)	63.35	↑																						
39	% Reported fly tipping cleared in 5 working days (STS/006)	87.24	↓																						
40	% Adults aged 60+ with a concessionary travel pass (THS/007)	80.6	↓																						
41	% (A) (B) & (C) roads that are in poor condition (THS/012)	10.7	↑																						

Appendix B

The following tables provide detailed measure by measure profiles for performance measures that are measured by all Councils in Wales

Our Key Measures of success – 2015/16 results and targets for 2016/17										
Definition / Measure Reference	How well have we done?	How well are we doing?							Improvement	
	2014/15	2015/16				All Wales Comparative Info.			2016/17	
		Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set
<p>Reference Number: 3 letters = Nationally set measure (e.g. SCA/001) Definition: What we are measuring? A brief description of the performance measure</p>	6.18	5.77	4.69	☺	▲	TBC	TEC	TB C	4.51	✓
<p>Key measure(s) SCA/001 The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over</p>	An explanation of performance is provided here when off target, poor comparative performance and/or future target has not been set to improve.									

How did we perform during 2014/15?

Our final result for 2015/16

A comparison between our 2014/15 result, and our 2015/16 performance. Did we improve?
▲(Yes) or ▼(No)

The minimum performance level required to be amongst the top 5 Welsh councils

How does our result compare with other Local Authorities?
* Worst Quartile to
**** Best Quartile

Is the 2016/17 performance target set to improve on the 2015/16 result?
✓ (Yes) or ✗ (No)

Our target set for 2015/16

Did we meet our 2015/16 Target?
☺ (Yes) or ☹ (No)

The mid range performance within Wales (only applies to National measures) **these will be available in September 2016**

Our 2016/17 performance target

Performance measures that are measured by all Councils in Wales for 2015/16

2015/16 results and targets for 2016/17

	How well have we done?	How well are we doing?							Improvement		
		See explanation of performance				All Wales Comparative Info.					
Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
1 CHR/002 (PAM) The number of working days/ shifts per full time equivalent (FTE) local authority employee lost due to sickness absence.	9.6 days	9.3 days	10.1 days	☹	▼	TBC	TBC	TBC	9.6 days	✓	Building a Better Council
<p>The result has declined for 2015/16 by half a day after an excellent improvement during 2014/15. According to the Chartered Institute of Personnel and Development Survey the trend for sickness absence in the public sector shows an increase of one day.</p> <p>The main services where sickness absence has increased are school staff and adult social care. There continues to be some long term sickness cases which have been managed through the process appropriately, however, in some areas there needs to be greater emphasis on application of the policy and quicker intervention. There has been an increase in sickness due to stress, mental health and fatigue which equates to quarter of the total sick days during 2015/16 compared to 22% last year with many cases related to issues at home. Musculo skeletal problems are the second highest cause of absence at 15% which is 2% lower than for 2014/15.</p> <p>We will further promote robust sickness absence management within departments and are considering setting departmental targets. We shall also provide more targeted briefings which we hope will improve the management of attendance and consistency of reporting.</p> <p>The use of the in-house stress management/Cognitive Behavioural Therapy services continues and is focused on supporting stress, anxiety and depression, alongside management interventions and support.</p>											
2 LCS/002 (NSI) The number of visits to local authority sport and leisure centres during the year where the visitor will be participating in physical activity, per 1,000 population	7,028	7,100	6,905	☹	▼	TBC	TBC	TBC	7,251	✓	People in Carmarthenshire are Healthier
<p>There was a significant shortfall in attendances during quarter one largely attributable to an early Easter which proved too much to make up over the year despite an early Easter at the end of this financial year. Therefore, there has been a slight reduction of just under 2% when compared to last year.</p>											

APPENDIX B

Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
3 PPN/009 (PAM) The percentage of food establishments which are 'broadly compliant' with food hygiene standards	94.16%	93.00%	94.98%	☺	▲	TBC	TBC	TBC	93.00%	x	People in Carmarthenshire are Healthier
Despite being on target and showing an improvement for 2015/16 the target for 2016/17 of 93% has not been set to improve and is deemed to be reflective of a transient business sector. Compliance level is based on individual business performance and as such is not reflective of Local Authority input. A 7% non broadly compliant figure is set aside to account for failing premises, which will become a primary focus for Local Authority intervention with a main aim of ensuring future progressive compliance, which can only be assessed and reflected at the next programmed inspection. (normally spanning a separate financial year). Regular monitoring of performance will continue throughout the year, working with Food Business Operators to achieve as high a standard as possible.											
4 PSR/002 (NSI) & (PAM) The average number of calendar days taken to deliver a Disabled Facilities Grant	252 days	235 days	232 days	☺	▲	TBC	TBC	TBC	220 days	✓	People in Carmarthenshire are Healthier
5 SCA/001 (NSI) The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over	6.18	5.77	4.69	☺	▲	TBC	TBC	TBC	4.51	✓	People in Carmarthenshire are Healthier
A good improvement during 2015/16 with a reduction from 113 to 87 patients experiencing a delay in leaving the hospital. We are working ever closer with the Health Board to resolve any issues. A multi disciplinary team is working in the two general hospitals in Carmarthenshire to improve the links between the community and acute sector. They are developing models that assist to avoid admission and reduce lengths of stay in hospital, improving the well being of older people for whom hospital admission can have negative consequences. We have also established a Rapid Response domiciliary care service to respond immediately to prevent hospital admissions, support people to stay in their own home and to facilitate early hospital discharges.											
6 SCA/002a (NSI) The rate of older people Supported in the community per 1,000 population aged 65 or over at 31 March	61.87	58.93	57.92	☹	▼	TBC	TBC	TBC	This measure has been deleted for 2016/17		People in Carmarthenshire are Healthier
This statutory measure expects as many older people as possible to be helped to live at home. However as a Council we want to promote independent living and our innovative range of services aims to support people via community based services. Reductions in day care and meal provision have resulted from efforts to find community-based options that promote involvement in their local community.											
SCA/002b (NSI) The rate of older people whom the authority supports in care homes per 1,000 population aged 65 or over at 31 March	20.48	19.59	18.74	☺	▲	TBC	TBC	TBC	This measure has been deleted for 2016/17		People in Carmarthenshire are Healthier
This measure has been deleted for 2016/17 and will be replaced by new measures from the new Social Care Act.											

APPENDIX B

Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
<p>8 PLA/006b (NSI) The number of additional affordable housing units provided during the year as a percentage of all additional housing units provided during the year.</p>	8%	9%	8%	☹	▼	TBC	TBC	TBC	30%	✓	People in Carmarthenshire are Healthier
<p>This result is published by Welsh Government and is based on data from the previous year's returns (2014/15) for affordable Housing data and New build data collection which does not only cover data from Local Authority Building Control but also National House-Building Council and other Authorised Inspectors. There has been a slight increase in the number of additional affordable housing in Carmarthenshire for 2014/15 of 47 compared to 40 in 2013/14 but due to a higher increase in the number of additional housing units provided of 579 from 471 the % result has remained constant. Longer term differences are also due to the lack of financial strength of local housing associations. We therefore get fewer homes completed without the use of Social Housing Grant than is achieved in many other parts of Wales. We will be addressing this issue in our Affordable Housing Plan for Carmarthenshire, which will see a much greater role for the County Council in the delivery of new affordable homes. The 2016/17 result should increase as it will be based on delivery of 185 affordable homes through these schemes during 2015/16.</p>											
<p>9 PSR/004 (NSI) % of private sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority.</p>	5.45%	5.24%	5.73%	☺	▲	TBC	TBC	TBC	6.00%	✓	People in Carmarthenshire are Healthier
<p>10 SCA/007 (PAM) % of clients with a care plan at 31st March whose care plans should have been reviewed that were reviewed during the year</p>	71.9%	80.0%	74.7%	☹	▲	TBC	TBC	TBC	This measure has been deleted for 2016/17		People in Carmarthenshire are Healthier
<p>Whilst we improved our result on last year we are short of the target by 5.3 percentage points. To rectify this we are appointing a team under the releasing time to care, to focus on reviews to ensure that people are receiving the appropriate level care.</p>											
<p>11 SCA/018a (PAM) % of carers of adults who were offered an assessment or review of their needs in their own right during the year</p>	100.0%	100.0%	100.0%	☺	At maximum result	TBC	TBC	TBC	This measure has been deleted for 2016/17		People in Carmarthenshire are Healthier

APPENDIX B

Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
12 EDU/003 (NSI) & (PAM) % of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	87.4%	88.7%	88.2%	☹	▲	TBC	TBC	TBC	88.7%	✓	People in Carmarthenshire fulfil their learning potential
Despite being off target the result has improved by 0.8 percentage points compared to the previous year from 87.4% to 88.2%. The performance achieved represents the Local Authority's best result to date and continues our ongoing upward trend. The School Improvement Team will continue to support and challenge all schools with regard to increased outcomes at the end of the Key Stage 2. National arrangements to support accuracy of Teacher Assessment have been implemented and will continue to support work in our schools.											
13 EDU/004 (PAM) % of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	84.5%	86.5%	85.1%	☹	▲	TBC	TBC	TBC	85.6%	✓	People in Carmarthenshire fulfil their learning potential
Despite the 2015/16 result being slightly off target, it shows an increase of 0.6 percentage points on last year's performance. The result is also the highest recorded by the Local Authority, continuing our upward trend since 2011 (68.4%), an increase of 16.7 percentage points. The School Improvement Team will continue to support and challenge all schools with regard to increased outcomes at the end of the Key Stage 3. National arrangements to support accuracy of Teacher Assessment have been implemented and will continue to support work in our schools.											
14 EDU/011 (NSI) & (PAM) The average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the local authority	579.8	599.0	580.3	☹	▲	TBC	TBC	TBC	581.0	✓	People in Carmarthenshire fulfil their learning potential
The 2015/16 result is off target but has improved, this is the best ever result for the Local Authority and is due to an increase in rigour of tracking and challenge from the Local Authority and ERW Consortium (Education through Regional Working). The School Improvement team will continue to challenge and support schools' and monitor performance throughout the academic year in order to meet pupil, school and Local Authority targets.											
15 EDU/017 (NSI) & (PAM) % of pupils aged 15 at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics.	58.7%	61.1%	61.1%	☺	▲	TBC	TBC	TBC	61.6%	✓	People in Carmarthenshire fulfil their learning potential
The 2015/16 result (2014/15 Academic Year) represents a strong improvement of over 4% from the previous year and for the first time the Authority's schools have passed through the 60% barrier. Numerous challenge, support and intervention strategies implemented by the School Improvement Team working in partnership with senior leaders in schools (including targeting specific departmental performance) have contributed greatly to this success. Two schools need to further improve their performance. Intervention from the School Improvement Team is in place and the current outlook for Academic Year 2015/16 is good.											
16 LCL/001b (NSI) The number of people using Public Library Services during the year per 1,000 population	6,806	6,840	7,203	☺	▲	TBC	TBC	TBC	7,274	✓	People in Carmarthenshire fulfil their learning potential
An excellent improvement during 2015/16, various improvements during the year have contributed to this such as our new website; people counters installed in Carmarthen & Ammanford Libraries which has resulted in more accurate visitor figures being collected; Crosshands & Kidwelly Libraries have re-opened and refurbishments and modernisation in a number of locations which has improved service delivery.											

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Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
SCC/037 (NSI) The average external qualifications point score for 16 year old looked after children, in any local authority maintained learning setting	315	318	334	☺	▲	TBC	TBC	TBC	This measure has been deleted for 2016/17		People in Carmarthenshire fulfil their learning potential
EDU/002i (NSI) & (PAM) % of All pupils (including those in local authority care) in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification.	0.0%	0.0%	0.0%	☺	At maximum result	TBC	TBC	TBC	0.0%	At maximum result	People in Carmarthenshire fulfil their learning potential
EDU/002ii (NSI) % of pupils in local authority care, in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification.	0.0%	0.0%	0.0%	☺	At maximum result	TBC	TBC	TBC	0.0%	At maximum result	People in Carmarthenshire fulfil their learning potential
EDU/016a (PAM) % of pupil attendance in primary schools	95.0%	95.2%	95.2%	☺	▲	TBC	TBC	TBC	95.4%	✓	People in Carmarthenshire fulfil their learning potential
EDU/016b (PAM) % of pupil attendance in secondary schools	93.9%	94.2%	94.2%	☺	▲	TBC	TBC	TBC	94.4%	✓	People in Carmarthenshire fulfil their learning potential

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Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
22 EDU/015a (NSI) % of final statements of special educational need issued within 26 weeks including exceptions	22.9%	25.0%	34.8%	☺	▲	TBC	TBC	TBC	40.0%	✓	People in Carmarthenshire fulfil their learning potential
	The number of Statements issued has reduced as expected following the devolvement of Additional Needs funding to schools, despite this the percentage issues within 26 weeks continues to be low but has improved slightly on last year. Hywel Dda Health Board continue to have problems recruiting and are running clinics ad hoc when they can employ a locum. This is leading to continued delays in receiving medical assessments. We have addressed concerns with senior managers in the Local Health Board and we shall continue to 1) Track assessments to pre-empt delays where possible 2) Continue to request info on why reports are late from external agencies; 3) Inform parents when the assessment is being delayed by the Local Health Board; Send reminders of the Authority's statutory obligation to external agencies; 4) Ask the Local Health Board to alert us when a child does not attend a medical so that we can offer to assist parents to make arrangements to take the child to appointments to avoid a 'Did Not Attend'.										
23 EDU/015b (NSI) % of final statements of special education need issued within 26 weeks excluding exceptions	75.0%	90.0%	80.0%	☹	▲	TBC	TBC	TBC	90.0%	✓	People in Carmarthenshire fulfil their learning potential
	Despite being off target, this measure does show an improvement on the previous year. With four assessments not issued within 26 weeks due to delay's receiving information from professionals from within the department. A reminder has been sent to all Inclusion staff of the need to comply to statutory timescales.										
24 EDU/006ii (NSI) % of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3	39.0%	40.0%	43.2%	☺	▲	TBC	TBC	TBC	43.7%	✓	People in Carmarthenshire fulfil their learning potential
25 SCA/019 (NSI) & (PAM) % of adult protection referrals completed where the risk has been managed	98.98%	98.00%	92.61%	☹	▼	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
	In the past year we have received a number of referrals relating to allegations of abuse towards vulnerable adults who have passed away before the referral has been made. We also have received referrals from Dyfed Powys Police where an allegation of financial abuse has been made directly to them but subsequent investigation has resulted that there has been no evidence to support the allegations. We do not therefore consider that the risk to these adults can be recorded as reduced or removed.										

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Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or ✗	
<p>26 SCC/002 (NSI) % 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</p>	5.4%	10.0%	3.9%	☺	▲	TBC	TBC	TBC	5.0%	✗	People who live, work and visit Carmarthenshire are safe and feel safer
<p>The department has performed exceptionally well during 2015/16 with only 6 children experiencing one or more change of school. It is envisaged that the good work will continue but this performance indicator is dependent on the number of compulsory school aged children looked after at 31st March which is always prone to change and subsequently influences the end result therefore 5% is a realistic target for 2016/17 based on past performance.</p>											
<p>27 SCC/004 (NSI) & (PAM) % of children looked after on 31 March who have had three or more placements during the year.</p>	11.7%	11.3%	14.9%	☹	▼	TBC	TBC	TBC	13.5%	✓	People who live, work and visit Carmarthenshire are safe and feel safer
<p>We have seen an increase in challenging teenage placements during the year which places an added pressure on placement stability. This, along with a decrease in the number of Looked After Children, has impacted on the end result. Many young people do not wish to be in the care system despite this being in their best interests. Placements subsequently become fragile and break down despite the department's best efforts. On a positive note, some children have returned to live with parent/relative carer. An Accommodation Panel has been set up to assist the matching process and resource allocation, in addition to a Resource Panel to ensure appropriate resources are put in place to support placements to avoid placement breakdown. The department are focussed on recruiting foster carers for older children.</p>											
<p>28 SCC/011b (NSI) % of initial assessments that were completed during the year where there is evidence that the child has been seen alone by the Social Worker</p>	47.3%	48.3%	46.5%	☹	▼	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
<p>Even though we have not met our target, the department is performing above the All Wales 2014/15 figure of 44.8%. Many children are not seen alone due to age whilst others refuse. Not every case will require a child to be seen alone, but we will ensure they do wherever possible, however, this is dependent on the nature of the assessment.</p>											
<p>29 SCC/025 (PAM) % of statutory visits to looked after children due in the year that took place in accordance with regulations</p>	98.5%	98.0%	98.2%	☺	▼	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer

APPENDIX B

Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or x	
30 SCC/033d (NSI) % of young people formerly looked after with whom the authority is in contact at the age of 19.	100.0%	95.0%	100.0%	☺	▲	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
31 SCC/033e (NSI) % 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.	88.2%	89.5%	94.7%	☺	▲	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
32 SCC/033f (NSI) % of young people formerly looked after with whom the authority is in contact, who are known to be engaged in education, training or employment at the age of 19.	64.7%	73.7%	73.7%	☺	▲	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
33 SCC/041a (NSI) % of eligible, relevant and former relevant children that have pathway plans as required.	100.0%	100.0%	100.0%	☺	At maximum result	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
34 SCC/045 (PAM) % of reviews of looked after children, children on the Child Protection register and children in need carried out in line with the statutory timetable	89.4%	90.0%	89.4%	☹	▼	TBC	TBC	TBC	This measure has been deleted for 2016/17		People who live, work and visit Carmarthenshire are safe and feel safer
	Even though we have not met our target, we are performing above the All Wales 2014/15 figure of 88.9% and remain constant with our 2014/15 result. Completion of Children in Need (CIN) reviews within timescales has again been an issue showing a decline in performance with staff sickness being a contributory factor, this has impacted on the overall result. Looked After Children and Child Protection reviews have both improved during this year, 96.2% and 99.4% respectively. the Team Manager will continue to monitor Children in Need reviews, however, sickness of staff has been an issue in some teams. Social Workers will ensure that all Care Assess (electronic record) review forms are entered onto the system as and when required										
35 CAM/037 (PAM) The percentage change in the average Display Energy Certificate (DEC) score within local authority public buildings over 1,000 square metres.	7.2%	1.1%	TBC			TBC	TBC	TBC	TBC		Carmarthenshire's communities and environment are sustainable
	Awaiting result - should be available early June										

APPENDIX B

Definition / Measure Reference	2014/15	2015/16							2016/17		Improvement Plan Theme
	Our Result	Target	Final Result	Target Met ☺ or ☹	Did we improve ▲ or ▼	Welsh Best Quartile	Welsh Median	How we compare in Wales * to ****	Target Set	Target Set to improve against Actual Result ✓ or ✗	
36 STS/005b (PAM) The percentage of highways and relevant land inspected of a high or acceptable standard of cleanliness	99.2%	92.0%	98.9%	☺	▼	TBC	TBC	TBC	92.0%	✗	Carmarthenshire's communities and environment are sustainable
Despite the 2015/16 being well above the target it has shown a reduction in performance therefore the 2016/17 target has been set to reduce as the service has to make further significant savings.											
37 WMT/004b (NSI) & (PAM) % of municipal wastes sent to landfill	18.11%	15.00%	5.24%	☺	▲	TBC	TBC	TBC	10.00%	✗	Carmarthenshire's communities and environment are sustainable
The 2016/17 target reflects the fact that we are current meeting our 2019/20 statutory target and the fact that the cost of residual waste treatment in future could be prohibitive. We will endeavour to meet our statutory target, whilst remaining within budget.											
38 WMT/009b (NSI) & (PAM) % of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated biowastes that are composted or treated biologically in another way	59.61%	60.00%	63.35%	☺	▲	TBC	TBC	TBC	62.00%	✗	Carmarthenshire's communities and environment are sustainable
The significant increase in performance for the diversion of waste from landfill during 2015/16 was achieved through the introduction of a residual waste treatment process in the previous year. We currently meet our statutory 2019/20 landfill allowance targets. The overall recycling target of 62% reflects the phased waste strategy target plan for achieving the 70% statutory recycling target by 2025. We will endeavour to work towards targets set in our waste strategy, whilst remaining within budget.											
39 STS/006 (NSI) The percentage of reported fly tipping incidents cleared within 5 working days	98.70%	98.63%	87.24%	☹	▼	TBC	TBC	TBC	98.63%	✓	Carmarthenshire's communities and environment are sustainable
Vehicle breakdowns and staff shortages due to sickness in the last quarter of the year has made it challenging to provide the resources to remove fly tipping. This has caused a backlog of around 2 weeks before the materials were removed, therefore, impacting on the end of year result.											
40 THS/007 (NSI) The percentage of adults aged 60+ who hold a concessionary travel pass	81.5%	79.0%	80.6%	☺	▼	TBC	TBC	TBC	79.0%	✗	Carmarthenshire's communities and environment are sustainable
The 2016/17 target as been set lower than 2015/16 result as ongoing reduction of bus services offered will impact on the likely 2016/17 take up of concessionary pass.											
41 THS/012 (PAM) The percentage of principal (A) roads, non-principal (B) roads and non-principal (C) roads that are in overall poor condition	11.9%	11.9%	10.7%	☺	▲	TBC	TBC	TBC	9.5%	✓	Carmarthenshire's communities and environment are sustainable
The additional Local Government Borrowing Initiative (LGBI) funding over recent years can be seen to make a direct impact on improving condition of our A,B,C road network. Whilst the combined figure at 10.7% is still above the 2008 level of 7.1%, the latest figures are below the peak in 2012/13 at 17.2% showing a reversal of the general trend i.e. a decrease in the overall % (red) in poor condition. The LGBI investment in Carmarthenshire was primarily targeted at A&B roads however recent investment in Class C roads would appear to have assisted with a recovery from 21.8% in 2012-13 to 13.7% in 2015-16. However this figure is significantly higher than target level of around 9.7% and significant investment is required to make further improvement. There has also been a corresponding marginal decline in the combined figure for Class A/B from 3.9% (2014-15) to 4.25% (2015-16).											

EXECUTIVE BOARD 4TH JULY, 2016

ANIMAL ESTABLISHMENTS – LICENSING FEES

Recommendations / key decisions required:

- To approve adoption of the proposed licensing fees subject to amendment of the fees for home boarders.

Reasons:

- Responses to public consultation necessitated a review of the application fees proposed for home boarders.

Relevant scrutiny committee to be consulted : **YES**

Environmental & Public Protection - 24th June, 2016

Scrutiny Committee recommendations/comments:

To recommend that the Executive Board approves the adoption of the proposed licensing fees subject to amendment of the fees for home boarders

Exec Board Decision Required **YES - 4th July, 2016**

Council Decision Required **YES - 13th July, 2016**

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:-

Cllr Jim Jones (Environment and Public Protection Portfolio Holder)

Directorate - Communities	Designations:	Tel No:-
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EXECUTIVE SUMMARY EXECUTIVE BOARD 4TH JULY, 2016

ANIMAL ESTABLISHMENTS – LICENSING FEES

Background

To approve adoption of the proposed new licensing fees subject to amendment of the fees for home boarders.

Recommendations following consultation

Implement fees at the original level without taking into consideration the views of the home boarders.

A period of consultation was undertaken to canvas views of the authority's proposals relating to the new proposed fees structure. Details of the responses received is contained at the end of this report for information. (Appendix 1)

After consideration of the responses it has been deemed necessary that in the instance of home boarding licences a further review of the fees charged for this category was required. The reason for this decision is that these operators have a maximum number of animals they are allowed to board in their own homes. These being 5 for dogs and 6 for cats. Inspections at these properties are far less onerous and time consuming than other licensed establishments. In many of the other licensed premises there is a sliding scale of fees dependant on the number of animals.

It has therefore been suggested that the fees set using the toolkit will remain as previously reported for all licensed establishments other than for those who board animals in their own home. For these it is our intention that new applicants will be charged a licence fee of £242.00 as outlined in the fees toolkit.

For currently licensed establishments and for any renewals it is proposed to reduce this fee by 50% to £121.00. (Appendix 2)

The reason being that for an initial application a pre licensing visit is carried out to ascertain the suitability of the premises and would also necessitate extra initial administration.

DETAILED REPORT ATTACHED?

No (see Appendices)

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: Robin Staines

Head of Housing and Public Protection

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	YES	YES	NONE	NONE	YES	NONE

2. Legal

Failure to adopt the proposed changes in relation to home boarders puts the authority at risk of legal challenge.

3. Finance

The number of licences required is expected to increase with the resultant increase in income. We are currently assessing the likely number of additional licensing that may be required.

6. Staffing Implications

There are currently 2 FTE's working directly on the animal licensing function. It is anticipated that the introduction of the new dog breeding regulations in particular, there will be a significant increase in the level of licences to be administered.

We will be monitoring this workload and a further report will be presented should additional resources be required, offset against the additional income generated. We will also look at any potential impact on the delivery of other Public Protection services as a result of this increased demand.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Robin Staines

Head of Housing and Public Protection.

1. Scrutiny Committee

The Environmental and Public Protection Scrutiny Committee was consulted on 24th June, 2016.

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

Licensing Establishments

Dog Breeders

Boarding Kennels

Riding Schools

Pet Shops

5. Staff Side Representatives and other Organisations

N/A

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Results of consultation letter		HOS Office, 3 Spilman Street, Carmarthen

Appendix 1

Matrix Table of Qualitative Responses to Animal Health Increase in Licensing Fees Consultation -

RESPONDENT	COMMENTS	APPRAISAL	RESPONSE	CHANGES
Respondent 1 Riding School	Generally not in agreement with the fee increase and believes that those with larger establishments should be paying significantly more. Believes that fee increase will impact on the business.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	No change, proposed fees accurately reflect the true cost of administering the licensing function.
Respondent 2 Riding School	Believes the increase inappropriate for establishments that remain constant i.e. conditions and horses therefore inspection time not as long as new establishments. Also proposed that new businesses should be charged the new fees whilst existing businesses should face only minimum increase. Also a recognised equine vet should be appointed.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement. The vet used has to be authorised by BVA to carry out inspections.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 3 Riding School	Accepts that a sensible increase is inevitable however believes that businesses with a small number of	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of	No change, proposed fees accurately reflect the true cost of

	horses has a greater percentage increase than a large business with more horses. Also believes that businesses should receive more than a few months' notice of an increase.		The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	administering the licensing function
Respondent 4 Pet Shop	Will not be reapplying due to fee increase.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 5 Pet Shop	The sales of pet animals (fish) is a very small part of their business and only operate between the months of April and July therefore will not be re applying once the fees have been implemented.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 6 Dog Breeding	Fee increase is considered disproportionate and believes that smaller breeders may be deterred from licensing. Further the fee structure may encourage larger breeding establishments. Also considers the toolkit used to determine fees is flawed.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs	No change, proposed fees accurately reflect the true cost of administering the licensing function

			in administering the licensing function it has a legal duty to implement.	
Respondent 7 Dog Breeding	Considers the fees disproportionate and an example in that premise with less than 10 breeding bitches the fee equates to £26.20 per breeding bitch and a larger establishment with 80 or more £5.22 per bitch believing this may encourage larger establishments. Also suggests that members of the kennels club assured breeders scheme should be exempt from licensing and suggests further dialogue between KCSASBS with the possibility of implementing such a scheme.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement. At present it is a legislative requirement that those who breed dogs as defined in the legislation are licensed.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 8 Dog Breeding and Boarding	Has two inspections carried out at the same time and feels that the proposed increases are therefore disproportionate. Further believes that has they already have an inspection by the kennel club feels that this should be taken into consideration.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement. At present it is a legislative requirement that those who breed dogs as defined in the legislation are licensed.	No change, proposed fees accurately reflect the true cost of administering the licensing function

Respondent 9 Boarding	Very disgruntled in his dealings with this Authority due to previous issues.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 10 Boarding	Believes the planned fee increase is disproportionate in that the number of animals they can board at any one time is only 16.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 10 Boarding	Does not agree with the proposed fee structure and suggests a sliding scale similar to dog breeders and riding schools. Fully supports the planned increase in fees for dog breeders.	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 11 Boarding	Disagrees with the proposed fees increase and believes that this is a back doorway for raising funds for the Authority. Suggests imposing fines and	Noted	Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and	No change, proposed fees accurately reflect the true cost of administering the

	sanctions on premises not meeting the required standards and therefore increasing revenue. Also suggests a grading system.		<p>Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>Enforcement action is currently a method of imposing sanctions and therefore raising standards. However any fines imposed are dependent on the Court and the Authority would only recover costs of prosecutions.</p>	licensing function
Respondent 12 Boarding	Believes that the fees are being increased to target dog breeding.	Noted	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>Increase in fees are not justified.</p>	No change, proposed fees accurately reflect the true cost of administering the licensing function
Respondent 13 Boarding	Disagrees with the proposed implementation in the first instance rather than a phased increase. Suggests introducing a sliding scale.	Noted	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p>	No change, proposed fees accurately reflect the true cost of administering the licensing function

<p>Respondent 14 Home Boarding</p>	<p>Disagrees with the current proposals. Suggests a discount for renewals.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>
<p>Respondent 15 Home Boarding</p>	<p>Does not agree with the proposed increases believes he would then be forced to increase their fees accordingly which ultimately may deter people from using his facilities. Accepts that it may be appropriate to increase the licence fee but would suggest a phased increase.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>

<p>Respondent 16 Home Boarding</p>	<p>Does not agree and finds the proposed increase extortionate, disproportionate and unreasonable.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>
<p>Respondent 17 Home Boarding</p>	<p>Does not agree with the fee increase and feels that home boarders should be treated differently to commercial kennels in that home boarders are limited to 5 animals.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>

<p>Respondent 18 Home Boarding</p>	<p>Does not agree with the fee increase and feels that home boarders should be treated differently to commercial kennels in that home boarders are limited to 5 animals.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>
<p>Respondent 19 Home Boarding</p>	<p>Does not agree with the fee increase and feels that home boarders should be treated differently to commercial kennels in that home boarders are limited to 5 animals.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>

<p>Respondent 20 Home Boarder</p>	<p>Does not agree with the fee increase and feels that home boarders should be treated differently to commercial kennels in that home boarders are limited to 5 animals.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>
<p>Respondent 21</p>	<p>Agrees with the proposed increase in the interest of Animal Welfare to regulate dog breeding however does not agree with the increase for home boarders and believes it could harm animal welfare.</p>	<p>Noted</p>	<p>Fees set using nationally recognised fees toolkit following guidance of the Technical Panel of The Wales Animal Health and Welfare Panel. Previous to the implementation of the toolkit this Authority was not meeting the costs in administering the licensing function it has a legal duty to implement.</p> <p>As the numbers of animals being able to be boarded at home boarders are limited to no more than 5 dogs or 6 cats it would be appropriate to review this category of licence fee.</p>	<p>It is proposed to introduce a system that new initial licences are charged a fee in accordance with the proposed fee structure of £242.00 and thereafter reducing the fee by 50% to £121.00</p>

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APPENDIX 2			Carmarthenshire 2014/2015	Fees Toolkit	Proposed fees January 2016
Animal Boarding	New	Home Boarder	£45.00	£242.26	£242.00
		Single Species	£100.00	£230.73	£231.00
		Double Species	£145.00	£246.11	£246.00
	Renewal	Home Boarder	£45.00	£242.26	£121.00
		Single Species	£100.00	£230.73	£231.00
		Double Species	£145.00	£246.11	£246.00
Dog Breeding	New	Up to 10 Bitches	£230.00	£440.04	£440.00
		11-25 Bitches	£255.00	£530.73	£531.00
		26 - 50 Bitches	£355.00	£594.84	£595.00
		51 - 80 Bitches	£380.00	£709.11	£709.00
		Over 80 Bitches	£405.00	£748.15	£748.00
	Renewal	Up to 10 Bitches	£80.00	£261.97	£262.00
		11-25 Bitches	£105.00	£286.66	£287.00
		26 - 50 Bitches	£205.00	£340.77	£341.00
		51 - 80 Bitches	£230.00	£389.04	£389.00
		Over 80 Bitches	£255.00	£418.08	£418.00
		(Inclusive of Vet Fees)	(Inclusive of Vet Fees)	(Inclusive of Vet Fees)	
Pet Shops	New		£125.00	£412.40	£412.00
	Renewal		£125.00	£412.40	£412.00
Riding Schools	New & Renewal	Up to 10 Horses	£205.00	£355.87	£356.00
		11 to 20 Horses	£225.00	£367.40	£367.00
		21 to 50 Horses	£280.00	£378.94	£379.00
		Over 50 Horses	£355.00	£402.00	£402.00
				(Inclusive of Vet Fees)	(Inclusive of Vet Fees)
Dangerous Wild Animals	New		£255.00	£1,002.84	£1,003.00
	Renewal		£255.00	£1,002.84	£1,003.00
		(Exclusive of Vet Fees)	(Inclusive of Vet Fees)	(Inclusive of Vets Fees)	

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Executive Board Meeting

Date: 4th July 2016

Subject and Purpose:	
Premature Retirement and Redundancy Discretionary Policy for Teachers	
Recommendations / Key Decisions Required:	
To endorse the adoption of the Council's updated Premature Retirement and Redundancy Discretionary Compensation Policy for Teachers.	
Reasons:	
<p>Under the current Premature Retirement and Redundancy Discretionary Compensation Policy for Teachers, those made redundant with five or more years of pensionable service are awarded three added years to their pension entitlement.</p> <p>It is proposed to remove the three added years from the policy, thereby reducing the ongoing financial burden of teaching redundancies on the Authority.</p> <p>The Premature Retirement and Redundancy Discretionary Compensation Policy for Teachers has been updated to reflect this. All other elements of the policy remain unchanged.</p>	
Relevant scrutiny committee to be consulted	N/A
Executive Board Decision Required	YES
Council Decision Required	YES

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER: Cllr. Mair Stephens; Cllr. Gareth Jones		
Directorate: Chief Executive's / People Management & Performance; Education & Children's Services		
Name of Head of Service:	Designations:	Tel Nos.: E-Mail Addresses:
Paul R. Thomas	Assistant Chief Executive (People Management & Performance)	01267 246123 PRThomas@sirgar.gov.uk
Robert Sully	Director of Education & Children's Services	01267 224888 RASully@sirgar.gov.uk
Report Author: Julie Stuart	Principal HR Officer	01267 246375 JStuart@sirgar.gov.uk

EXECUTIVE SUMMARY

EXECUTIVE BOARD MEETING - 4TH JULY 2016

SUBJECT

Premature Retirement and Redundancy Discretionary Compensation Policy for Teachers

1. BRIEF SUMMARY OF PURPOSE OF REPORT

Volunteers for early retirement and / or redundancy are sought during the redundancy consultation process in schools. This is usually a low risk process in terms of post-employment claims e.g. for breach of contract or unfair dismissal. If there are no volunteers, or volunteers are unsuitable, there is likely to be a compulsory redundancy. This carries higher risk and is more time consuming for governors, school staff and HR. The Local Authority carries the cost in terms of defending the case and any compensation / financial settlements awarded.

The policy in relation to compensation is the same regardless of whether its early retirement, voluntary or compulsory redundancy.

It is the Local Authority's choice whether or not to award teachers over 55, whose employment has terminated on the grounds of redundancy or organisational efficiency, unreduced premature retirement benefits or added years.

Part V of the Teachers (Compensation for Redundancy and Premature Retirement) Regulations 1997 (and as amended) is concerned with the award of extra benefits to retiring teachers beyond which they are entitled on Premature Retirement.

Carmarthenshire County Council currently awards teachers who have reached the age of 55 on their last day of service, and are a member of the Teachers Pension Scheme, release of premature retirement plus, for those who have five or more years of pensionable service, three added years to the pension service.

These benefits are paid in full by the Local Authority as the 'compensating authority' in cases of efficiency or redundancy added years i.e. not funded from the school's budget. The discretionary compensation payments are payable by the employer for the life of the pensioner.

The total cost to the Authority of the three added years for the 2014/15 academic year is as follows:

Enhanced Lump Sum (one-off cost)	£147,219.38
Enhanced Pension (on-going cost for life of the pensioner)	£49,074.72

Carmarthenshire County Council is the only Welsh Local Authority still awarding added years. It is therefore proposed that the added years are removed from the Premature Retirement and Redundancy Discretionary Compensation Policy for Teachers. This would bring the policy in line with the Authority's Discretionary Compensation Policy (Local Government Pension Scheme).

2. OTHER OPTIONS AVAILABLE AND THEIR PROS AND CONS

<u>Option</u>	<u>Pros / Cons</u>
<p>Reduce added years from 3 to 2, 1 or 0. CCC is the only Authority in Wales still awarding added years.</p>	<p>Financial commitments would increase at a slower rate. Volunteers over 55 would still come forward if available. Teachers trade unions have been anticipating the removal of added years for some time.</p>
<p>Increasing the age at which pension is released without actuarial reduction i.e. premature retirement (unreduced pension based on actual service) to 56, 57, 58 or 59.</p>	<p>Would reduce the number of volunteers coming forward if the age of release was increased. This would lead to an increase in compulsory redundancies, with a higher risk of ET and extra costs in the event of the losing or settling the case.</p>
<p>No release of pension but enhanced redundancy based on actual salary.</p>	<p>Will increase costs significantly in the short-term and could reduce the number of volunteers (see above). Whilst each case is a single payment, the annual cost of the single payment is likely to be prohibitive. On-going pension costs will start to reduce gradually.</p>

Detailed report attached: No

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: _____



ASSISTANT CHIEF EXECUTIVE (PEOPLE MANAGEMENT & PERFORMANCE)

Policy, Crime & Disorder & Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NO	NO	YES	NO

1. Policy, Crime & Disorder

The Discretionary Policy is enabled under Part V of the Teachers (Compensation for Redundancy and Premature Retirement) Regulations 1997 (and as amended), and is open to all teaching employees who have the appropriate qualifying service.

2. Legal

As above.

3. Finance

Applications under the Compensation Policy will be subject to a business case setting out the rationale for releasing the member of staff.

Removal of the 3 added years is likely to save the Authority approximately £200,000 per annum in associated costs.

6. Staffing Implications

This policy is one of the Council's discretionary policies and will apply to staff with the appropriate qualifying service / age (if accessing pension benefits). It will be published on Hwb and the intranet and will be available to all teaching staff when it is agreed.

CONSULTATIONS

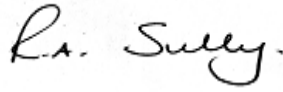


EICH CYNGOR arleinamdani
www.sirgar.llyw.cymru

YOUR COUNCIL doitonline
www.carmarthenshire.gov.wales

I confirm that the appropriate consultations have taken place and the outcomes are as detailed below:

Signed: _____



DIRECTOR OF EDUCATION & CHILDREN'S SERVICES

1. Scrutiny Committee

None

2. Local Member(s)

None

3. Community / Town Council

None

4. Relevant Partners

None

5. Staff Side Representatives and other Organisations

Education & Children's Services Employee Relations Forum - 11th February 2016

Section 100D Local Government Act, 1972 - Access to information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW / THERE ARE NONE (delete as applicable)

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Teachers Premature Retirement and Redundancy Discretionary Compensation Policy		

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Teachers

Premature Retirement and Redundancy Discretionary Compensation Policy

Effective : January 2016



TEACHERS PREMATURE RETIREMENT AND REDUNDANCY DISCRETIONARY COMPENSATION POLICY

INTRODUCTION

It is recognised that schools may have to review their staffing levels and will have to reduce staffing numbers for a variety of reasons. Whilst this can often be managed without redundancies, this Policy provides details of compensation payments for teachers whose posts are made redundant or who are accepted as volunteers for redundancy.

It is the responsibility of the School's Governing Body to put forward recommendations for dismissal by reason of redundancy to the Local Authority (LA). The LA is required to comply with the governing body's recommendations and will issue the notice of dismissal. Both the School and the LA will make every effort to obtain redeployment for the employee concerned.

This Scheme complies with The Teachers (Compensation for Redundancy and Premature Retirement) Regulations 2015 No. 601, and The Teachers' Pension Scheme (Amendment) Regulations 2015; and should be read in conjunction with the Model Schools Procedure for Addressing Surplus Staff Situation.

There is a separate Discretionary Compensation policy for School Support Staff who are members of the Local Government Pension Scheme (LGPS).

SCOPE

This Policy applies to all teachers who are members of, or eligible for entry to, the Teachers Pension Scheme and who voluntarily apply for and are accepted under the terms of the Schools redundancy process or whose posts are declared redundant (compulsory redundancy).

This policy also applies to centrally employed teachers who are directly employed by the Local Authority in terms of compensation payments but decisions regarding redundancy dismissals and redeployment are the sole responsibility of the Council.

GENERAL PRINCIPLES

It is the Local Authority's discretion to grant premature retirement and related benefits on the grounds of redundancy or organisational efficiency. Unreduced premature benefits can only be paid if the reason for payment complies with the current Teachers Pensions Scheme Regulations. For example:

- Premature retirement is not an option at the end of a fixed term contract (although it is an option if the redundancy or organisational efficiency causes the fixed term contract to end prematurely).
- The employee must stop all teaching work before premature retirement payments can be made. If they are a supply teacher their contract must have ended. A non working day is not a break in service.
- Premature retirement payments cannot be paid in addition to a severance payment.

Access to pension benefits is available when the teacher has reached the age of 55, has a minimum of two years continuous service at the termination date and where supported by a business case using the LA business case template.

A business case will be required for all redundancy severance terminations even when premature retirement is under consideration.

COMPENSATION FOR REDUNDANCY TERMINATION

Statutory redundancy payments are currently capped at £475 per week (figures effective from 1st October 2015) and also capped at 30 weeks maximum payment subject to age and service at date of leaving (See Appendix A).

Teachers who fall within the scope of this policy and who meet the appropriate eligibility requirements will receive one of the following:

Teachers who are eligible for release of pension	Access to premature retirement benefits and a redundancy payment based upon the statutory payment level
Teachers who are NOT eligible for release of pension	A redundancy payment based on actual salary, age and length of service of the teacher up to a maximum of 30 weeks

ORGANISATIONAL EFFICIENCY RETIREMENT

Early release of pension benefits may apply when employees retire in the interests of organisational efficiency. No other compensation is payable.

DISCRETIONARY SEVERANCE SCHEME - CENTRALLY EMPLOYED TEACHERS ONLY

Centrally employed teachers (i.e. those who are employed directly by the Local Authority) who apply for and are released on the grounds of voluntary severance under the terms of Carmarthenshire County Council's Discretionary Severance Scheme are eligible for:

- A severance compensation payment as outlined in the Severance Scheme OR
- Access to premature retirement pension benefits (if aged 55 and over)

BUSINESS CASE APPROVAL

Each redundancy and / or retirement of a Teacher must be supported by a business case which gives the reasons for the redundancy and / or retirement and details the cost to the Local Authority. This should be presented on the agreed business case template and should provide all the information required. Schools are recommended to liaise closely with their Finance Officer / Group Accountant and Human Resources Advisor when developing the case. It should then be signed by the Chair of the Governing Body, the budget holder within the Local Authority and agreement for the teacher's release by the

Director of Education and Children's Services. The Business Case template is available from your HR Advisor or Group Accountant. Payments will only be approved when all corporate checks and validations are complete. A Teacher must not be released from employment until the business case has been fully approved.

The cost of redundancy and early retirement will be funded in full by the Local Authority unless the Council believes there is 'good reason' to recharge them to the school's delegated budget. 'Good reason' includes a deliberate disregard of the advice given by, or on behalf of, the Director of Education and Children's Services, Director of Corporate Services and / or the Assistant Chief Executive (People Management & Performance).

In the case of deliberate disregard of this advice, all costs, including redundancy payments and any costs arising at a later date, including costs relating to Employment Tribunal claims, may be recharged to the school's delegated budget.

It should be noted that the Local Authority will not meet the additional cost of benefits in the event that the retiring teacher's salary has increased by more than 10% except for the standard salary increases during the three years prior to retirement.

REVIEW

This policy will be reviewed on a regular basis.

Statutory Redundancy Pay table

Age	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
17	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	1	1½	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	1	1½	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	1	1½	2	2½	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
21	1	1½	2	2½	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22	1	1½	2	2½	3	3½	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23	1½	2	2½	3	3½	4	4½	-	-	-	-	-	-	-	-	-	-	-	-	-
24	2	2½	3	3½	4	4½	5	5½	-	-	-	-	-	-	-	-	-	-	-	-
25	2	3	3½	4	4½	5	5½	6	6½	-	-	-	-	-	-	-	-	-	-	-
26	2	3	4	4½	5	5½	6	6½	7	7½	-	-	-	-	-	-	-	-	-	-
27	2	3	4	5	5½	6	6½	7	7½	8	8½	-	-	-	-	-	-	-	-	-
28	2	3	4	5	6	6½	7	7½	8	8½	9	9½	-	-	-	-	-	-	-	-
29	2	3	4	5	6	7	7½	8	8½	9	9½	10	10½	-	-	-	-	-	-	-
30	2	3	4	5	6	7	8	8½	9	9½	10	10½	11	11½	-	-	-	-	-	-
31	2	3	4	5	6	7	8	9	9½	10	10½	11	11½	12	12½	-	-	-	-	-
32	2	3	4	5	6	7	8	9	10	10½	11	11½	12	12½	13	13½	-	-	-	-
33	2	3	4	5	6	7	8	9	10	11	11½	12	12½	13	13½	14	14½	-	-	-
34	2	3	4	5	6	7	8	9	10	11	12	12½	13	13½	14	14½	15	15½	-	-
35	2	3	4	5	6	7	8	9	10	11	12	13	13½	14	14½	15	15½	16	16½	-
36	2	3	4	5	6	7	8	9	10	11	12	13	14	14½	15	15½	16	16½	17	-
37	2	3	4	5	6	7	8	9	10	11	12	13	14	15	15½	16	16½	17	17½	-
38	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16½	17	17½	18	-
39	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	17½	18	18½	-
40	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	18½	19	-
41	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	19½	-
42	2½	3½	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	-
43	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	-
44	3	4½	5½	6½	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	-
45	3	4½	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	-
46	3	4½	6	7½	8½	9½	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	-
47	3	4½	6	7½	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	-
48	3	4½	6	7½	9	10½	11½	12½	13½	14½	15½	16½	17½	18½	19½	20½	21½	22½	23½	-
49	3	4½	6	7½	9	10½	12	13	14	15	16	17	18	19	20	21	22	23	24	-
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53	3	4½	6	7½	9	10½	12	13½	15	16½	18	19	20	21	22	23	24	25	26	-
54	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	20½	21½	22½	23½	24½	25½	26½	-
55	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22	23	24	25	26	27	-
56	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	23½	24½	25½	26½	27½	-
57	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25	26	27	28	-
58	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	26½	27½	28½	-
59	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28	29	-
60	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	29½	-
61+	3	4½	6	7½	9	10½	12	13½	15	16½	18	19½	21	22½	24	25½	27	28½	30	-

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Executive Board Meeting 4th July, 2016

Carmarthenshire's 2016/17 Welsh in Education Strategic Plan and consultation update.

Recommendations / key decisions required:

- To consider Officers' response to comments received following consultation on the review of Carmarthenshire's Welsh in Education Strategic Plan
- To consider the adjustments to the plan and comment on the content.
- To accept the revised Welsh in Education Strategic Plan

Reasons:

- The Local Authority is required to review and submit a revised WESP to the Welsh Government on an annual basis.
- To review the modifications to the plan and targets for attainment in Welsh.
- To scrutinize the responses to the consultation on Carmarthenshire's Welsh in Education Strategic Plan.

Relevant scrutiny committee consulted- YES- June 17th, 2016.

Scrutiny Committee recommendations / comments: In consultation section

Exec Board Decision Required YES

Council Decision Required NO

EXECUTIVE BOARD MEMBER PORTFOLIO HOLDER:- Cllr Gareth Jones

Directorate: Education & Children

Name of Head of Service:

Gareth Morgans

Report Author:

Gareth Morgans

Catrin Griffiths

Designations:

Chief Education Officer

Chief Education Officer

Challenge Adviser with responsibility for Welsh

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EXECUTIVE SUMMARY

4th July 2016

Carmarthenshire's 2016/17 Welsh in Education Strategic Plan and consultation update

Background

Section 85 of the [Schools Standards and Organisation \(Wales\) Act](#) requires local authorities to prepare and submit a **Welsh in Education Strategic Plan** (WESP) for approval or modification by Welsh Ministers. These would be 3 year plans and reviewed on an annual basis.

WESPs detail how local authorities will aim to achieve the Welsh Government's outcomes and targets outlined in the **Welsh Medium Education Strategy** (WMES).

Policy context

The WMES sets out the Welsh Government's vision for an education and training system that responds in a planned way to the growing demand for Welsh-medium education. The aim is to facilitate an increase in the number of people of all ages able to use the Welsh language with their families, in their communities and in the workplace. The WESPs are a key vehicle for creating an improved planning system for Welsh-medium education.

The WESPs will provide the means for the Welsh Government to monitor the way in which local authorities respond and contribute to the implementation of the WMES objectives by:

- ensuring that every step of local authority education processes includes full consideration of Welsh-medium education;
- extending provision where a need is identified on the basis of improved planning;
- moving Welsh-language support services gradually away from the traditional roles of *athrawon bro* towards a new training and mentoring service;
- ensuring the delivery of Welsh-medium support services on the basis of consortia in the near future;
- improving standards and extending the use of Welsh by children and young people
- demonstrating progress against the specific targets in the WMES.

The intention of the WESPs is to:

- expect local authorities to be accountable to the Welsh Government for planning Welsh-medium and Welsh-language education provision;
- reflect the aims of the WMES;
- illustrate the current situation, outline appropriate activities and demonstrate improvement;
- be manageable and useful to you as a local authority; and
- demonstrate clear progress over 3-years in each local authority and consortium area towards achieving the WMES targets.

The WESPs focus on the targets in the WMES and LAs are asked to report annually on performance against these targets:

- *more 7 year-old children being taught through the medium of Welsh as a % of the Year 2 cohort;*
- *more learners continuing to improve their language skills on transfer from primary school to secondary school;*
- *more learners studying for qualifications through the medium of Welsh;*
- *more learners aged 16-19 studying Welsh and subjects through the medium of Welsh; and*
- *more learners with improved skills in Welsh.*

Carmarthenshire's initial Welsh in Education Strategic Plan 2014-2017 was approved by the County Council and subsequently by Welsh Ministers on the 24th of September, 2014. The WESP reflected the County Council's aspirations and the ambitions of the Welsh Government, as laid out in the Welsh Medium Education Strategy and The Welsh Language in Carmarthenshire report, March 2014 which was endorsed by the County Council. The Plan emphasised the commitment to work together to achieve the best outcomes for all Carmarthenshire's children and young people.

In October 2015 we received a letter reminding us that the *Welsh in Education Strategic Plans and Assessing Demand for Welsh-medium Education (Wales) Regulations 2013* require a local authority to review its Plan annually which, in effect, means a review of progress against the targets set out in the Plan. The review had to be completed and the amended Plan which emerged from that process had to be submitted to Welsh Ministers **no later than 20th December 2015**.

There was confusion in respect to the requirement to consult on the revised WESP. Officers were of the view, which had been confirmed by Welsh Government officials during the initial training on WESPS, that there was no requirement to consult on revised Welsh in Education Strategic Plans. Officers had considered the *'The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013'* which cited that- *'During the conduct of such a review the local authority must consult such persons as they consider appropriate'*. As there had been regular discussions in regard to the WESP with schools, the Council's Welsh Language Advisory Panel and the Welsh in Education Forum officers believed that was appropriate and sufficient.

However, Welsh Government officials subsequently advised us of Part 4 of the *School Standards and Organisation (Wales) Act 2013* which states that- *'In preparing a Welsh in*

education strategic plan or revised plan, a local authority must consult. Once officers were aware of this requirement a consultation was undertaken. The consultation commenced on the 29th March and closed on the 12th May, 2016. A total of 16 responses were received- an analysis is included in the attached report.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed:  **Chief Education Officer**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NONE	YES	NONE	YES	YES	NONE

Policy, Crime & Disorder and Equalities

The development of the Welsh Language in Education is an integral part of the 'Welsh Language in Carmarthenshire Report' prepared by the Welsh language Census Group in March 2014. The recommendations, as endorsed by full Council have been incorporated into Carmarthenshire's Welsh in Education Strategic Plan (WESP) which is our policy to meet the expectations of the Welsh Government's Welsh Medium Education Strategy (WMES) which sets out the Welsh Government's vision for an education and training system that responds in a planned way to the growing demand for Welsh-medium education. The aim is to facilitate an increase in the number of people of all ages able to use the Welsh language with their families, in their communities and in the workplace.

The WESPs are a key vehicle for creating an improved planning system for Welsh-medium education. Carmarthenshire's WESP details how the local authorities aims to achieve the Welsh Government's outcomes and targets outlined in the Welsh Medium Education Strategy

Finance

Many of the actions included in Carmarthenshire's Welsh in Education Strategic Plan have associated costs e.g. lead officer time, resources, language charter, training. Additional budget was secured to allow the Education Department to appoint a lead officer (part time) and develop the actions included in the plan. Using the Welsh in Education Grant and this additional funding has enabled us to realize many of the actions. To ensure further progress the additional funding is required.

Risk Management Issues

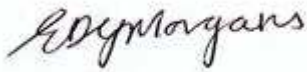
Without sufficient resource and County Council support it will be difficult to deliver the agreed actions and improve standards of attainment and increase participation in Welsh medium education. This could lead to challenge from Members and external challenge from Welsh Government officials and ESTYN in respect to progress being achieved.

Staffing Implications

Due to additional central funding we have an officer (part-time) to lead the implementation of the WESP. Without this officer's time it would be challenging to implement the agreed actions. In addition the Welsh Support Teachers (Athrawon Gwella'r Gymraeg a Dwyieithrwydd) are employed utilising the Welsh in Education Grant issued to ERW by the Welsh Government. Any reduction in this grant would have an adverse effect on this team and our capacity to deliver the WESP.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below



Signed:

Chief Education Officer

In preparing a Welsh in Education Strategic Plan or revised plan, a local authority must consult-

- a) its neighbouring local authorities;
- b) the head teacher of each school maintained by it;
- c) the governing body of each school maintained by it;
- d) each institution within the further education sector in its area;
- e) in relation to any foundation or voluntary school in its area-

- 1.1. the person who appoints the foundation governors, and
- 1.2. if the school has a religious character, the appropriate religious body;

- f) other prescribed persons.

To meet the requirements of the consultation the Local Authority-

1. Wrote to all Headteachers asking them to forward the consultation to their Governing Body.
2. Wrote to all Headteachers asking them to forward the consultation information to their parents.
3. Wrote to neighbouring authorities and the other bodies noted in **d** and **e** above
4. In respect to F (other prescribed persons) we arranged for information in relation to the consultation to be included in the County Council's website.

1. Scrutiny Committee- Education and Children's Services Scrutiny Committee was consulted on 17-06-16

Recommendations/Comments:

UNANIMOUSLY RESOLVED that:

- The revised Carmarthenshire's Welsh in Education Strategic Plan be endorsed for consideration by the Executive Board.
- That the Executive Board Member (Education & Children) be requested to lobby the Welsh Government and request that WESPs be incorporated into local authorities' existing corporate strategies, rather than being considered as stand-alone documents.

2. Local Member(s)

The consultation was open to all Members and some responded.

3. Community / Town Council

There was no requirement to directly consult with Community/Town councils

4. Relevant Partners

All statutory consultees were consulted which included schools. Parents, although not a statutory group were also consulted.

5. Staff Side Representatives and other Organisations

Public consultation open to all

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THESE ARE DETAILED BELOW

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Revised Welsh in Education Strategic Plan		

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Carmarthenshire's Welsh in Education Strategic Plan

2014 – 2017

(December 2015 Update)

*Highlighted text – has been reviewed/changed
from original 2014 version of the WESP*

taith at ddwy
IAITH
SIRGAR

Diogelu Plant a Gwella Safonau Addysg i Bawb
Safeguarding Children and Improving Education
Standards for All



Section 1

Carmarthenshire's vision and objectives for Welsh medium education

Learning in Carmarthenshire – addition to original plan to show our vision and priorities

Our vision ...

To provide a service which will ensure access to high quality learning opportunities for all children, young people and adults, thus enabling the achievement of their full potential within the context of the unique bilingual nature of the county

Our policy for promoting learning ...

The promotion of learning is our core purpose. We believe that effective learners:

- know how to learn on their own and with others
- can progressively manage their own learning
- enjoy learning
- are confident and motivated to continue learning throughout life

The Local Authority, its schools and other education providers promotes a culture that encourages people to explore views on learning and encourages people to develop a shared understanding of learning.

This work is facilitated by:

- connecting with people and discussing how we learn

- sharing good practice in encouraging all pupils to think and talk about their learning styles
- clarifying and enhancing the role of Assessment for Learning (AfL)

The outcome of this work will be:

- effective learners who have a greater propensity to achieve
- providers who engage everyone in promoting learning
- providers agreeing and implementing policies for learning
- providers who engage in action research centred on learning

Our priorities ...

- Communication across the curriculum: literacy, numeracy, bilingualism, ICT and well-being
- Assessment for Learning– raising expectations and consistency to drive out variation
- System leadership and increased collaboration

Our way of working ...

- Build trust and maintain dialogue
- Work together to embrace change, strengthen systems, practice and outcomes
- Work together to ensure that everyone is achieving

The Welsh Language in Carmarthenshire – Addition as a result of the work of Carmarthenshire’s Welsh Language Task and Finish Group

When reviewing the 2011 Census results Carmarthenshire saw the greatest reduction in percentage points across Wales- from 50.3% in 2001 to 43.9% in 2011, which means that less than half of the population could speak Welsh by 2011. This is the first time in the history of the county for the percentage to fall under half.

Following the publication of the 2011 Census results the full Council agreed to establish a Task and Finish Group to research into the factors that have led to the decline and to formulate recommendations in order to address the situation. In this period between April 2013 and March 2014, a series of meetings were held to discuss the following-

- Planning
- Education
- Language and Economy
- Welsh medium workplaces and the Council’s administration
- The impact of organisations who work for the benefit of the Welsh language, such as the Mentrau Iaith
- Opportunities to use the Welsh language in the communities in the county
- Language Transmission in the family
- Marketing the Language

Members agreed to invite a range of organisations and individuals to present evidence to the Working Group and to build on local knowledge regarding the position of the Welsh language in the county. The members agreed to invite members of the public to submit their comments with regard to the priority areas and to offer their own personal experiences with respect to the Welsh Language.

The group decided to commission two specific pieces of research work. Dr Dylan Phillips was commissioned to prepare a detailed statistical report on the state of the Welsh language in Carmarthenshire in order to have a document that would be available, not only for the work of the Working Group but as an evidence base for each of the Council’s partners when planning services and activities to promote the Welsh language in the County. It was also agreed to commission the University of Wales Trinity Saint David to conduct a piece of research work regarding Planning and the Welsh Language.

Education

Carmarthenshire's Welsh Education Strategy reflects the Council's aspirations and the aspirations of the Welsh Government, as laid out in the Welsh Medium Education Strategy, the Schools Effectiveness Framework, Carmarthenshire Language Policy and the Integrated Community Strategy.

The Plan emphasises the commitment to work together to achieve the best outcomes for all Carmarthenshire's children and young people.

The Authority will work with other services to achieve the following-

- Ensure that Welsh medium or bilingual education is available to every child and that it should be within a reasonable travelling distance from children's homes. This refers to children of pre-school age and above;
- Ensure that the Welsh language continues to be taught as a first language and/or second language on the timetable in all the County's schools, in line with the statutory requirements of the Welsh Medium Education Strategy, '*providing a system and training which respond via planned methods to the increasing demand for Welsh medium education*', and that from the period prior to statutory education onwards;
- Ensure that every pupil in Welsh/bilingual medium schools can speak, read and write Welsh fluently by the end of KS2;
- It is expected that linguistic progression occurs in the curricular experiences of the learners as they transfer from Key Stage 2 to Key Stage 3;
- It is expected that every pupil who has followed the Welsh first language programme in the primary stage continues with this programme on transition to the secondary phase;
- Ensure a developed progression from pre-school provision to Welsh medium/bilingual primary education to Welsh medium/bilingual secondary education. Linguistic progression is promoted from KS4 onwards to the lifelong learning career of pupils and students in the county;
- Work in partnership with all pre-school education providers, the Foundation Phase, primary and secondary schools and 14-19 learning pathways in order to improve the standard of Welsh as a first and second language. All the County's schools will receive advice and support from the System Leaders who are part of school improvement services. Further support is offered by Literacy Associate System Leaders and the service provided by Teachers who Improve Welsh and Bilingualism (AGGaD), as they visit the schools, by monitoring pupils' linguistic standards on behalf of the Local Authority;

- Ensure that children and young people who have additional educational needs receive an equal linguistic opportunity as regards Welsh medium education when fulfilling the requirements of the revised Code of Practice for ALN Wales;
- Promote and develop learning programmes, which will enable teachers to nurture the ability and confidence to introduce Welsh as a first language and/or a second language;
- Promote language awareness training for governors, parents and teaching staff;
- Address issues in terms of linguistic ability of learning support workers who can assist with the delivery of Welsh language provision in the Foundation Phase, in Welsh medium and Welsh Second Language settings;
- Ensure that pupils new to the County who are non-Welsh speakers are able to make full use of the service provided by Teachers who Improve Welsh and Bilingualism (AGGaD), so that they, following an intensive Welsh language course, can integrate naturally into their local school and community.
- Promote the development of pupils' bilingual skills in all school situations, so that more Welsh is used, in proportion to individual school designation in respect of their teaching medium.

Section 2

The Action Plan

Outcome 1: More 7 year old children being educated through the medium of Welsh - Addition

Recommendations from the Census Working Party - The Welsh Language in Carmarthenshire

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in Welsh and English.

1. That the County Council works closely with the Mudiad Meithrin and private providers to ensure that Welsh medium pre-school education is readily available in all parts of Carmarthenshire.
2. That the County Council prepares a definite work plan and timetable, in collaboration with school governing bodies, in order to move each primary school along the language continuum. Strategies will need to be developed for the various categories and geographical areas;
3. That the County Council works closely with the staff and Governing Bodies of Carmarthenshire's transitional schools (which are Welsh medium schools but with significant use of English) in order for them to become Welsh schools;
4. That the County Council works closely with the staff and Governing Bodies of Carmarthenshire's dual stream schools in order for them to become Welsh schools;
5. That the County Council agrees on the principle that all English medium primary schools over a period of time, should deliver the curriculum in the Foundation Phase mainly through the medium of Welsh as a starting point and consider different options for Key Stage 2 (KS2);
6. That the County Council will begin the process of identifying English medium schools which would be ready to deliver the Foundation Phase through the medium of Welsh fairly soon with the aim of offering a choice between Welsh stream or bilingual stream (25-50% Welsh medium) in KS2;
7. That the County Council gives full consideration to the present model for language/latecomers centres in the primary sector in Carmarthenshire and develops the provision on the basis of the Gwynedd and Ceredigion Councils model;
8. That the County Council adopts Gwynedd Council's Welsh Language Charter (which encourages children to speak Welsh at school and in the community) and adapts it to the requirements of Carmarthenshire;
10. That the County Council includes the expectations regarding the Welsh language medium provision as part of the agreement with schools, alongside areas such as discipline, attainment and attendance;

- 17. That the County Council maintains an ongoing marketing campaign to promote Welsh medium education by explaining the advantages of being bilingual to parents and pupils;
- 18. That the Council provides training for primary and secondary school governors on the advantages of Welsh medium education and the educational, economical and community reasons why the provision should be extended across the county;
- 19. That the Council will undertake an assessment of the demand for Welsh medium education in areas where deemed necessary;

AIM: To ensure an increase in the number of families who transmit the Welsh language within Welsh medium households and mixed language households and to offer support to non-Welsh medium households to introduce the Welsh language

- 67. That the County Council works in partnership with organisations and projects such as Twf (an organisation that promotes transmitting language in a family) and the Mudiad Meithrin to promote bilingual opportunities in the pre-school sector through targeted communities within Carmarthenshire in accordance with the statistical analysis of the use of the Welsh language;.
- 69. That the Welsh Government with the County Council’s co-operation ensures that the Welsh language is central to schemes and projects such as Flying Start.

A. Objective	B. Current performance	C. Targets	D. Progress				
<p>To increase the number of 7-year-old learners who are educated through the medium of Welsh.</p>	<p>In 2015 56.8% of learners were educated through the medium of Welsh.</p> <p>The number of 7 year old learners educated through the medium of Welsh will increase as dual stream schools plan for Welsh medium education in the Foundation Phase and by ensuring suitable progression into Key Stage 2.</p>	<table border="1" data-bbox="1240 842 1603 922"> <tr> <td>2015</td> <td>56%</td> </tr> <tr> <td>2017</td> <td>58%</td> </tr> </table> <p>Continue to increase the percentage of learners aged 7 who are educated through the medium of Welsh as Teachers who Improve Welsh and Bilingualism (AGGaD), and Challenge Advisers continue to target Dual Stream schools.</p> <p>Support 3 schools to transfer by 2017.</p>	2015	56%	2017	58%	<p>Have reached the 2015 target in terms of the number of learners aged seven who are educated through the medium of Welsh. Bodes well for increasing further as 6 dual stream schools move along the linguistic continuum. After discussions with WG, starting to consult formally 2016-17 to change the school category. Discuss the possibilities of creating schools that provide in Welsh in the FP and then offer a choice of two streams in year 3 onwards.</p>
2015	56%						
2017	58%						

		<p>Target 8 schools to move along the language continuum by 2016. Researching into and consulting on a number of English medium schools that have the resources to implement the Foundation Phase through the medium of Welsh.</p> <p>Target those English medium schools to provide the Foundation Phase through the medium of Welsh- 2017.</p>	<p>Presentation has been created for the schools that are suitable for sharing with governors and parents. Have created a plan and started training on the advantages of bilingualism (based on academic research). Create a new dual stream school in the Llanelli area- have formally consulted - aiming to open a new school in September 2016. In discussions with WG for securing funding for a new school.</p>
<p>To adopt robust methods of measuring the demand for Welsh medium childcare provision and statutory education. To act promptly on the basis of parent survey findings.</p>	<p>The admissions policy for children in Carmarthenshire schools depends on the local provision:</p> <ul style="list-style-type: none"> • Primary schools with nursery classes- admission in the term following the child's third birthday, mainly part time. Full time admission occurs before the child's fourth birthday; • primary schools without nursery classes – full time admission at the start of the term before the child's fourth birthday <p>We try to ensure a choice for parents and offer equal opportunities by funding places for children within the provisions of voluntary and private organisations, such as the Mudiad Meithrin, Ti a Fi or WPPA, in accordance with the guidelines set for them by the Carmarthenshire Children's Partnership.</p>	<p>The LA and the Assembly's vision, as defined in the <i>Welsh Medium Education Strategy SA1</i>, is to aim for the same target, namely "to improve the process of planning Welsh medium provision in the pre-statutory and statutory phases".</p> <p>Aim to increase Welsh-medium pre-school provision in the catchment areas of 3 English medium schools annually.</p> <p>Target schools with early</p>	<p>Proposed timetable / focus schools have been identified but difficulties with the need for a statutory process to achieve any significant change.</p> <p>Work alongside WG to facilitate the journey.</p> <p>Continue to target schools with nursery classes. See attachment.</p> <p>Coordinator of Mudiad Meithrin is a member of the Welsh</p>

	<p>One nursery school and 31 nursery classes are sustained by the Education Authority.</p> <p>Mudiad Meithrin has been a member of Carmarthenshire Children's Partnership from the outset. They are included in all discussions and decisions when formulating and agreeing the Authority's Plan for Early Years and Childcare.</p> <p>Since there is a very wide network of Welsh medium schools and dual stream schools in the County, there is an opportunity for all pupils to continue their early education through the medium of Welsh, within a reasonable distance of their homes.</p> <p>Carmarthenshire has developed an organised system of education and training, which responds to the demand for Welsh medium education. The county's unique position, being counted by us as a microcosm of the whole of Wales, means that we increase the number of people of all ages and backgrounds who are fluent in Welsh and can use the language with the families, in their communities and in the workplace.</p> <p>Providing primary education, which has the aim of ensuring fluently bilingual pupils, is central to the mind-set of the Authority.</p> <p>All pupils have the opportunity to receive such education, within a reasonable distance of their homes. The vast majority of the County's pupils are educated in the local community school. Some pupils, however, receive their education outside their community in line with their parents' wishes.</p>	<p>years classes to ensure at least 90% of the children continue with Welsh Medium education.</p> <p>Working with Mudiad Meithrin / pre-school education providers to track the progression from Nursery Groups to Welsh-medium education in Dinefwr and Carmarthen.</p> <p>Two paragraphs have been deleted</p>	<p>Education Forum.</p> <p>Needs assessment has been completed in partnership with the Children's Services officers.</p> <p>Collaborate with the Foundation Phase / Early Years team to ensure service in all areas.</p>
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<p>To ensure that 21st Century School proposals include full consideration of Welsh medium provision.</p>	<p>The county's method of extending the provision is a strategic one under the leadership of the County Council. At present, we are focussing on how we can ensure sufficient suitable places for the children of those parents and carers who are eager to secure Welsh medium education for their children.</p> <p>The Strategic Outline Programme tries to aim for better educational results and a better quality of life for children and young people, whatever their economic and social background. We also aim to reduce the educational differences within the classroom, between classes and between schools, and across the authority.</p> <p>The Authority sticks steadfastly to the concept of the language continuum, facing the challenge of ensuring that all the County's schools move positively along the developmental line. This means that all schools have to regularly evaluate the role of Welsh as a subject, the use of Welsh as a medium and the position of Welsh as a context for school activities and organisation.</p> <p>In light of the bilingual aim of the Authority's language policy, extended and extensive use must be made of Welsh throughout KS2 in Welsh Medium and Dual Stream schools, so that pupils attain the aim of being fluently bilingual by the time they transfer to the secondary sector. This means that at least 70% of the teaching and learning time has to be through the medium of Welsh in each year during KS2 in these schools.</p> <ul style="list-style-type: none"> • Some schools already provide more than 70% of the 	<p>Assessing the sustainability of education in small schools.</p> <p>Complete the proposal to create a dual stream school in the Llanelli area.</p> <p>Support the 10 dual stream schools by the Teachers who Improve Welsh and Bilingualism (AGGaD) through a specific plan to develop language.</p> <p>Support 2 Dual Stream Schools to become Transitional schools by 2016.</p> <p>Extend the 70% and above percentage of teaching with support from the Teachers who Improve Welsh and Bilingualism (AGGaD), by teaching Mathematics and Science through the medium of Welsh.</p> <p>100% of Welsh medium schools teaching Mathematics through the medium of Welsh by 2017.</p>	<p>Respond strategically to lack of sustainability of small schools- two schools closed in 2015. After discussions with the WG to ensure understanding of the process, follow the county's strategic programme on moving dual-stream schools. Two schools are transitional. By 2015 100% of Welsh Medium schools teach Welsh medium Mathematics. Ahead of the target.</p> <p>The MEP unit is aware of school places and the programme to plan for growth.</p> <p>Investment plans to reorganize secondary schools have been completed. Ysgol Dyffryn Aman has developed into a 2B school. Pantycelyn & Tregib schools have merged to create Ysgol Bro Dinefwr- a change from 2C to 2B in terms of provision. Gwendraeth and Maes yr Yrfa schools have merged to create a 2A school - Maes y Gwendraeth. A new extension for Maes y Gwendraeth and a new</p>
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	<p>teaching and learning time through the medium of Welsh</p> <ul style="list-style-type: none"> • Raising standards of achievement amongst pupils in Welsh second language at the end of KS2 in English Medium schools. Intensive input from Teachers who Improve Welsh and Bilingualism (AGGaD), to train adults and pupils in the classroom in order to raise standards in second language. <p>The county's plans for 21st century schools will present the proposed results WG intends to achieve in its Reorganisation of the Education and Training Provision in Wales, as well as the Welsh Medium Education Strategy documents.</p>	<p>The reorganisation of five 11-19 schools in the Dinefwr area to create three centres of learning which will collaborate formally with Coleg Sir Gâr and with training providers to fulfil 14-19 education.</p> <p>Welsh Medium provision to be monitored and developed through the implementation of the WESP.</p> <p>Paragraph deleted</p>	<p>building for Ysgol Bro Dinefwr opening in 2016.</p>
<p>To improve collaborative working through consortia.</p>	<p>The intention is to support elements of the Welsh medium provision by means of a partnership and the work of the ERW regional consortium as follows-</p> <ul style="list-style-type: none"> • working together across the region on the Welsh Literacy strategy • Joint monitoring and evaluation of primary and secondary schools by using the expertise of regional System Advisers • Sharing data and good practice across the region • Attending and supporting Forum meetings and processes across the region • Promoting Partneriaeth Beca curricular developments (Emlyn and Cardigan schools and Ceredigion College, and partners from the wider area between Ceredigion and Pembrokeshire) • Funding Welsh medium provision via network and 14-19 Forum funding. 	<p>The Welsh in Education Grant will be administered by the ERW consortium.</p>	<p>Welsh Grant finished.</p> <p>ERW Welsh in Education Committee hold regular meetings each term following ERW's business plan. The committee cascades to the Executive Board.</p> <p>ERW's Teachers who Improve Welsh and Bilingualism (AGGaD) Working Party have created extensive resources for the ERW website. The Welsh Second Language Charter working group has created the ERW Welsh Charter Campus resource</p>

			<p>which is being piloted in January 2016 by 20 schools across ERW. A formal launch is to take place in July 2016.</p> <p>The Secondary Working Party across the consortium has created a new resource for the GCSE Welsh Literature and language specification. Training for effective use of the resources have been held in the Hubs and as part of the networking meetings.</p> <p>Developing Secondary Language Charter and Second Language Charter. Materials promoting the benefits of bilingual education.</p>
<p>To increase the ability to take advantage of Welsh medium provision by means of immersion schemes and centres for latecomers.</p>	<p>The Authority has six Language Centres, and their definition and role corresponds to that stated in the <i>Strategy</i>. They serve pupils who have moved into the bilingual communities of Carmarthenshire. They are located in Llandovery, Llandeilo, Amman Valley, Gwendraeth, Carmarthen and Whitland, and with one exception, they are all in secondary schools. A programme has been organised in order to ensure that the latecomers, of whom there can be up to 12 at any one time, attend the Centres two days a week, for at least a term. There is close co-operation with the schools as teachers from the Centres visit them in a pattern of follow up care. The classroom teachers also,</p>	<p>A "School to School" Plan is in hand. The aim is to target pupils who move from one school to another within the Authority.</p> <p>The Teachers who Improve Welsh and Bilingualism (AGGaD), have an important role as they reinforce the work carried out by the Centres in the schools. This is done by working with the</p>	<p>Officers and managers have considered models of other counties by modifying the system of Carmarthenshire to be more flexible / ready to respond to local challenges.</p> <p>Decided to continue with the language centres in the schools because of the geographical nature of the County and the cost of transporting learners. If the</p>

	<p>in turn, have an opportunity to visit the Centres. The centres use the following schemes-</p> <ul style="list-style-type: none"> • Cynllun Cychwynnol Hwyrddyfodiaid (in the centres); • Croeso i Gymru (booklet and CD in the schools); • Cynllun Canol – Latecomers; • Cymru am Byth; • Cynllun Croesi'r Bont; • Cynllun Caru Cymru; • 'Blas ar Gymru'; <p>Bullet point deleted</p>	<p>classroom teachers and pupils every half term.</p> <p>Preserving flexibility within the service in order to comply with the changes in the Strategy.</p> <p>Continue with the Language stations project as and when required.</p> <p>September 2014- establishment of Canolfan Bro Dinefwr as a pivotal centre for county latecomers.</p> <p>Establish language stations as required in Ammanford, Carmarthen and Gwendraeth area with a squad of three Teachers who Improve Welsh and Bilingualism (AGGaD), available to develop an initial plan for latecomers.</p>	<p>decision of Members is to move to the Ceredigion / Gwynedd system, this will require significant investment.</p> <p>Language stations: Work based on aspects of Welsh history and developing Y5 extended writing skills. One week course; Pupils Yr5 of several schools together; 3 stations in a family of schools; 2 Teachers who Improve Welsh and Bilingualism (AGGaD), will co-present Primary / Secondary Transition Plan piloted in Bro Dinefwr primary schools in Summer 2015. Follow-up support from Teachers who Improve Welsh and Bilingualism at school.</p> <p>Course in Language Centre - 2/3 days a week, for 10 weeks, 2 Teachers who Improve Welsh and Bilingualism (AGGaD) responsible for the teaching and care. Aftercare and further support from Teachers who Improve Welsh and Bilingualism (AGGaD) back at school. A total of one year of support is aimed for.</p>
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			<p>Flying Start course offers support to non-Welsh parents of children entering the Foundation Phase</p> <p>Blas ar Gymru Course is for parents who have just moved in to Carmarthenshire</p>
<p>To establish a Welsh Medium Education Forum and establish contact with the Children and Young People's Plan. Ensuring consideration is given to resources and funding Welsh medium provision in the early years.</p>	<p>The Authority sticks steadfastly to the concept of the language continuum, facing the challenge of ensuring that all the County's schools move positively along the developmental line. This means that all schools have to regularly evaluate the role of Welsh as a subject, the use of Welsh as a medium and the position of Welsh as a context for school activities and organisation. Targets are set and schools are targeted by using data and then monitoring via the Regional Support, Challenge and Intervention Framework by a System Leader.</p> <p>The links with the Children's Partnership is a practical and functional one and there are regular meetings. The intention is to ensure that the authority's strategic education documents and schemes include reference to the Strategic Improvement Plan for Education by means of co-operation and communication across the authority. The Welsh and Bilingualism System Leader is a member of the Members Advisory panel on the Welsh language, and regularly raises awareness of the content of the Strategic Improvement Plan for Welsh in Education and developments in Welsh medium education across the county.</p>	<p>Continuing to monitor, challenge and support schools to move along the linguistic continuum.</p> <p>Target 3 Transitional schools to become Welsh medium by 2017.</p> <p>Establish a Welsh Medium Education Forum by September 2014.</p> <p>Arrange annual Welsh Education conferences and training for Welsh teachers (1st and 2nd language) on skills and methodology for classroom based language teaching.</p>	<p>A Welsh Medium Education Forum has been established - members:</p> <p>Robert Sully- Director Gareth Morgans- CEO Aeron Rees - Head of Learner Programmes Cllr. Cefin Campbell (Chair) Cllr. Ryan Bartlett Cllr. Thomas Theophilus Cllr. DW Hugh Richards Cllr. W Gwyn Hopkins Catrin Griffiths- Challenge Advisor with responsibility for Welsh Julie Owen Eryl Roberts- Amman Valley Ann Jones- QEH School Lee James- Llandybie School Heather Davies Rowlinson- Mudiad Meithrin</p> <p>Other stakeholders to be part of the forum by invitation</p>

	<p>Regular consultations with the main stakeholders will take place as this plan is formulated-</p> <ul style="list-style-type: none"> • Official meetings will be held regularly. • Scrutiny Committees will be held regularly. • The county website will be used to invite parents and the public to offer comments. 		
<p>To provide information to parents/carers.</p>	<p>Raising awareness of the Welsh medium provision and providing information to parents as follows-</p> <ul style="list-style-type: none"> • Raise awareness of the benefits of Bilingualism by working collaboratively with County Council staff on creating a booklet on the benefits of bilingualism. • The bilingual booklet “Carmarthenshire Schools: Information for Parents” is published annually. Copies are distributed to schools, County Council offices and Libraries and are placed on the county website. The booklet contains the Authority’s language policy, how to apply for registration in a school and a list of all the County’s schools, including the language category of all schools. • All schools provide a prospectus, which clearly records the school’s detailed interpretation of the County’s language policy, including the role of Welsh as a subject, and the use made of it, if applicable, as a medium for teaching and learning at the school. • Definite arrangements give primary pupils an opportunity to visit the secondary schools. • Primary and secondary headteachers are the best source of detailed information regarding what individual schools offer. <p>Information leaflets distributed by WG, TWF, and Mudiad</p>	<p>Complete the project of raising awareness and understanding of the benefits of a bilingual education- Autumn 2014.</p> <p>Create a pamphlet and a page on the county website to raise awareness and understanding of the benefits of a bilingual education.</p>	<p>In the wake of the Language Charter posters and pamphlets were created including quotes by Alex Jones and Nigel Owens. A DVD including a PowerPoint on the benefits of bilingual education, interviews with non-Welsh parents and comments from secondary school pupils is provided.</p> <p>Encourage schools to transfer the information to their websites.</p> <p>The training of primary and secondary governors on the benefits of bilingual education is part of a training programme for 2015/16, to be presented in Spring 2016.</p>

	<p>Meithrin explain the advantages of bilingualism and bilingual education, listing organisations or agencies who can give guidance, explanations and further support.</p> <p>In December, in preparation for the choice the following September, a transfer package is sent to all Y6 pupils, giving them information about their local secondary school, as well as the closest bilingual school and copies of the prospectuses of the relevant schools. A bilingual transfer form is presented, which they are asked to complete and return to the central office by the end of January.</p> <p>It explains that parents can express a preference for their children to receive their education in a particular school, but if parents wish their children to attend a school outside the catchment, the application will be allowed only if there is space and sufficient resources in the chosen school. The county transport policy will always be applicable. Information about schools is also available electronically on the County Council website.</p> <p>(Paragraph has been edited)</p>		
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Outcome 2: More learners continue to improve their language skills as they move from primary to secondary school
Addition – outcome of Welsh Language Task and Finish Group

Recommendations from the Census Working Party- The Welsh Language in Carmarthenshire

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in both Welsh and English languages.

9. That the County Council revisits the structure to ensure that Welsh medium primary schools are part of a secondary school family that can provide appropriate linguistic continuum from the primary sector to KS3 and KS4 and hold transition activities that reflect the linguistic nature of the primary schools which feeds it;
12. That the County Council expects secondary schools to build on the linguistic foundation laid by the Welsh medium primary schools by ensuring that all pupils continue to study Welsh as first language and as a learning medium up to KS4;
13. That the County Council adopts a clear continuity protocol with all primary and secondary Welsh schools (or bilingual), with appropriate training where needed, to increase the number of pupils continuing to study through the medium of Welsh at all key stages;
14. That the County Council researches the possibility of establishing a second-chance scheme within the transition period between primary and secondary sector by adopting the Immersion Scheme which has been very successful in a number of secondary schools across Wales;
15. That the County Council agrees a timetable and plan to support 2A, 2B and 3 schools to move along the language continuum over a period of time and to lead to ensure that all other secondary schools move along the language continuum and create an ethos that encourages respect towards the Welsh language;
16. That the County Council plans for growth in Welsh medium education in the secondary sector.
17. That the County Council maintains an ongoing marketing campaign to promote Welsh medium education by explaining the advantages of being bilingual to parents and pupils;
18. That the Council provides training for primary and secondary school governors on the advantages of Welsh medium education and the educational, economical and community reasons why the provision should be extended across the county;

19. That the County Council will undertake an assessment of the demand for Welsh medium education in specific areas where it is deemed necessary.

AIM: To increase the use of the Welsh language within the workplace

33. That the County Council conducts a comprehensive review of the Council's jobs by department to identify posts where the Welsh language should be essential. The focus in the first place should be on jobs that provide direct service to the public.

39. That the County Council ensures appropriate support and continuity to staff, within the workplace, to move along the language ability continuum as required. This will include those who are learning for the first time to those who want to improve their language skills. Managers should encourage and support staff to develop their skills by monitoring and recording progress and the use of the Welsh language in the workplace as part of the staff appraisal process.

A. Objective	B. Current performance	C. Targets	D. Progress																												
<p>To increase the percentage of the Year 9 pupils who are assessed in Welsh (First Language)</p>	<p>The percentage of Y9 pupils who are assessed in Welsh First Language-</p> <table border="1" data-bbox="539 735 1211 1042"> <thead> <tr> <th>Year</th> <th>% Year 9 assessed in Welsh First Language</th> </tr> </thead> <tbody> <tr> <td>2010</td> <td>36%</td> </tr> <tr> <td>2011</td> <td>36%</td> </tr> <tr> <td>2012</td> <td>36.5%</td> </tr> <tr> <td>2013</td> <td>35.6%</td> </tr> <tr> <td>2014</td> <td>38.4%</td> </tr> <tr> <td>2015</td> <td>43%</td> </tr> </tbody> </table> <p>An explanation of the Local Authority's secondary schools- the total number of Secondary schools in Carmarthenshire according to the definitions in WAG Information Document 023/2007 are as follows-</p> <table border="1" data-bbox="465 1252 1279 1366"> <tr> <td>2A (AB)</td> <td>3 secondary schools</td> </tr> <tr> <td colspan="2">Strade- Llanelli Bro Myrddin- Carmarthen</td> </tr> <tr> <td colspan="2">Maes y Gwendraeth- Cefneithin</td> </tr> </table> <table border="1" data-bbox="465 1394 1279 1431"> <tr> <td>2B (BB)</td> <td>2 secondary schools</td> </tr> </table>	Year	% Year 9 assessed in Welsh First Language	2010	36%	2011	36%	2012	36.5%	2013	35.6%	2014	38.4%	2015	43%	2A (AB)	3 secondary schools	Strade- Llanelli Bro Myrddin- Carmarthen		Maes y Gwendraeth- Cefneithin		2B (BB)	2 secondary schools	<p>Raise the percentage of Y9 pupils who are assessed in Welsh First Language-</p> <table border="1" data-bbox="1310 788 1727 901"> <tbody> <tr> <td>2012</td> <td>37%</td> </tr> <tr> <td>2015</td> <td>40%</td> </tr> <tr> <td>2017</td> <td>45%</td> </tr> </tbody> </table> <p>* The target has been amended following a significant increase in 2015.</p> <p>Establish a language station in the Llanelli area.</p> <p>Sustaining and increasing the number of subjects offered bilingually to pupils in Years 7, 8 and 9 in the EM schools so that they can move along the local authority's language</p>	2012	37%	2015	40%	2017	45%	<p>2017 target reached - adapted to 45%.</p> <p>The MEP unit is aware of school places and the programme to plan for growth.</p> <p>An investment plan at Strade has been completed and the Maes y Gwendraeth investment is in place.</p> <p>Schools are supported to provide a broad curriculum in Welsh.</p> <p>Primary-Secondary</p>
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	<p><i>Ysgol Dyffryn Aman- Ammanford</i> <i>Ysgol Bro Dinefwr - Llandeilo</i></p> <table border="1"> <tr> <td data-bbox="465 268 703 304">3 (EW)</td> <td data-bbox="703 268 1279 304">2 secondary schools</td> </tr> <tr> <td colspan="2" data-bbox="465 304 1279 384"><i>Queen Elizabeth High- Carmarthen</i> <i>Dyffryn Taf- Whitland</i></td> </tr> </table> <table border="1"> <tr> <td data-bbox="465 419 703 456">4 (EM)</td> <td data-bbox="703 419 1279 456">5 secondary schools</td> </tr> <tr> <td colspan="2" data-bbox="465 456 1279 644"><i>Bryngwyn- Llanelli</i> <i>Coedcae- Llanelli</i> <i>Glan-y-Môr- Burry Port</i> <i>St John Lloyd Catholic- Llanelli</i> <i>Emlyn- Newcastle Emlyn</i></td> </tr> </table> <p>Section updated In Coedcae, Bryngwyn, Glan-y-Môr and St John Lloyd, Welsh is taught as a second language only. Bryngwyn school offers part of the curriculum bilingually to pupils in Y7. This is an interesting increase, and is a very laudable progression along the continuum.</p> <p>The percentage of Year 9 pupils who are assessed in Welsh First Language is comparatively low, and should rise as the number of 2B Bilingual Category secondary schools increases as a result of transforming secondary education in Dinefwr.</p> <p>In addition, as a result of the Strategy, other schools will implement schemes to ensure that pupils continue with first language programmes after transferring to KS3.</p>	3 (EW)	2 secondary schools	<i>Queen Elizabeth High- Carmarthen</i> <i>Dyffryn Taf- Whitland</i>		4 (EM)	5 secondary schools	<i>Bryngwyn- Llanelli</i> <i>Coedcae- Llanelli</i> <i>Glan-y-Môr- Burry Port</i> <i>St John Lloyd Catholic- Llanelli</i> <i>Emlyn- Newcastle Emlyn</i>		<p>continuum.</p> <p>Offer training to the Coedcae, Bryngwyn, and St. John Lloyd and Glan y Mor family of schools.</p> <p>Analyse further and track the choices/standards of 2B schools.</p> <p>Promote and facilitate bilingual education by supporting Year 7 and Year 8 learners- AGGaD Project.</p> <p>Establish the Beasley Centre in Ysgol y Strade- Summer 2014.</p> <p>Collaborate with two 2A and 2B schools to track progress of primary pupils into Year 7, 8 and 9.</p> <p>Two language stations established in the Gwendraeth Valley to target 75 pupils to reconcile transfer language to KS3.</p>	<p>Transition scheme piloted in Dinefwr primary schools in Summer 2015/2016</p> <p>Continue with Language Stations provision to respond to area needs</p>
3 (EW)	2 secondary schools										
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Promoting more effective transition between the pre-	The county's pupil tracking system will include the information for Welsh-medium schools that are non-maintained and funded and maintained Welsh medium /	Ensuring a robust tracking system for settings -using the	Continue to target and support schools to move along the continuum.								

<p>school phase and statutory provision.</p>	<p>bilingual schools and will be a tool for targeting areas.</p> <p>The linguistic progression between the Foundation Phase and KS2 in Welsh medium schools is 100%, and is rising in dual stream schools. A number of Dual Stream schools are in discussions with the LA to move along the continuum in the direction of Transitional schools because of the number of pupils who choose Welsh medium education at the end of the Foundation Phase.</p>	<p>data to target areas</p> <p>Continuing to target and support schools to move along the continuum</p>	<p>Work jointly with the WG on the possibilities of creating schools with Welsh Medium FP with the Junior department providing a choice of language.</p>
<p>To promote a higher proportion of Welsh medium provision in bilingual schools.</p>	<p>Tracking systems will be used to measure linguistic progression between Welsh medium funded provision in the non-maintained pre-school sector and provision maintained within the Foundation Phase.</p> <p>Data, the Regional Framework for Support, Challenge and Intervention, training and courses in the classroom will be used to promote a higher proportion of Welsh medium provision in bilingual schools. In the Foundation Phase and KS2 the AGGaD, SL and ASL will monitor progress.</p> <p>Between KS2/3 and 3/4 data and tracking systems, the Regional Framework for Support, Challenge and Intervention, SL and ASL visits will be used to monitor progress.</p> <p>Across the Key Stages Literacy inspections and work scrutiny will focus specifically on linguistic progression.</p> <p>Develop further opportunities for learners to maintain and improve their Welsh language skills in Bilingual schools, in co-operation with partners in the county and across the region in order to promote the benefits of Welsh medium</p>	<p>Improving linguistic progression in all phases of education</p> <p>Continue to carry out regional literacy surveys. Co-operation across the region to share data, share good practice, ensure consistency</p>	<p>Work jointly with Welsh for Adults. Training packages with suitable language have been created in conjunction with AGGaD. Courses delivered across the county. Use of the Net and lesson observation and work scrutiny tool by heads, teachers and challenge advisors across the region to raise levels and ensure consistency. In terms of increasing Welsh medium provision in specific schools in the Foundation Phase and KS2 the AGGaD are targeting schools and teachers for various training such as- Modelling good practice in the classroom Training adults and pupils</p>

	<p>learning.</p> <p>The proportion of the curriculum presented through the medium of Welsh and in dual stream primary schools is at least 70% of the teaching time.</p> <p>In the secondary sector there is variance across the 12 schools. The individual schools are regularly monitored as regards the Welsh medium provision as follows-</p> <ul style="list-style-type: none"> • SL Visits • ASL training • Literacy surveys • The AGGaD service • The Regional Support, Challenge and Intervention Framework <p>As regards increasing the Welsh medium provision in specific schools in the Foundation Phase and KS2, the AGGaD target schools and teachers for various training such as –</p> <ul style="list-style-type: none"> • Modelling good practice in class • Training adults and pupils in class • Targeting for WG Sabbatical courses • Maintaining after care provision in class <p>In KS3 the provision varies from school to school, but is increasing as the restructuring becomes embedded. As a result of the strategy, schools will implement schemes to ensure that pupils continue to follow first language programmes after transferring to KS3.</p>	<p>and use expertise to raise standards</p> <p>Increasing the Welsh medium provision in specific schools.</p> <p>Raising awareness amongst parents.</p>	<p>in the classroom</p> <p>Targeting for WG Sabbatical courses</p> <p>Sabbatical courses targeted for the WG</p> <p>Maintaining after care provision in class</p>
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Outcome 3: More 14-16 students studying for qualifications through the medium of Welsh.

Outcome 4: More 16-19 students studying subjects through the medium of Welsh in schools, colleges and work based learning

Addition – outcome of Welsh Language Task and Finish Group

Recommendations from the Census Working Party- The Welsh Language in Carmarthenshire

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in both Welsh and English.

AIM: To mainstream development of the Welsh language as a core feature of any economic development plans within Carmarthenshire

AIM: To increase the use of Welsh in the workplace

33. That the County Council conducts a comprehensive review of the Council's jobs by department to identify posts where the Welsh language should be essential. The focus in the first place should be on jobs that provide direct service to the public.

39. That the County Council ensures appropriate support and continuity to staff, within the workplace, to move along the language ability continuum as required. This will include those who are learning for the first time to those who want to improve their language skills. Managers should encourage and support staff to develop their skills by monitoring and record progress and the use of the Welsh language in the workplace as part of the staff appraisal process.

AIM: To increase the range of opportunities to use the Welsh language in our communities, specifically opportunities for children and young people in order to strengthen the language outside of school.

45. That the County Council, through the 14-19 Network, develops Welsh medium work experience opportunities and apprenticeships within the workplace for young people and increasing the demand and the ability for the private, public and voluntary sectors to operate bilingually.

46. That the County Council works with Careers Wales through the 14-19 Network to promote the needs of the private sector regarding bilingual skills.

AIM: To increase the range of opportunities to use the Welsh language in our communities, specifically opportunities for children and young people in order to strengthen the language outside of school.

55. That the County Council coordinates a strategic action group which would include secondary schools, youth organisations of the county, further and higher education sector and the leisure sector to plan and to link the Welsh medium provision to ensure that the best possible use is made of the resources available within the County, to target the resources as required and identify any gaps.

A. Objective	B. Current performance	C. Targets	D. Progress																																
<p>To increase the percentage of 14-16 students who study for qualifications through the medium of Welsh</p>	<p>The percentage of students (registered for GCSE Welsh first language) who study for 5 or more qualifications at the end of Year 11 through the medium of Welsh is as follows -</p> <table border="1" data-bbox="611 520 1084 751"> <tr><td>2010</td><td>55%</td></tr> <tr><td>2011</td><td>60%</td></tr> <tr><td>2012</td><td>56.1%</td></tr> <tr><td>2013</td><td>60%</td></tr> <tr><td>2014</td><td>60.2%</td></tr> <tr><td>2015</td><td>61.5% tbc</td></tr> </table> <p>At the same time the percentage of students (registered for GCSE Welsh first language) who study for 2 or more qualifications at the end of Year 11 through the medium of Welsh is as follows -</p> <table border="1" data-bbox="611 930 1084 1161"> <tr><td>2010</td><td>68%</td></tr> <tr><td>2011</td><td>70%</td></tr> <tr><td>2012</td><td>83.9%</td></tr> <tr><td>2013</td><td>87.7%</td></tr> <tr><td>2014</td><td>91.6%</td></tr> <tr><td>2015</td><td>88.3% tbc</td></tr> </table> <p>This outcome is achieved by the secondary schools teaching first language Welsh and subjects through the medium of Welsh in Key Stage 4.</p> <p>The 5 or more qualifications through the medium of Welsh is ambitious for the pattern of secondary schools in the county at present. As the number of Category 2B</p>	2010	55%	2011	60%	2012	56.1%	2013	60%	2014	60.2%	2015	61.5% tbc	2010	68%	2011	70%	2012	83.9%	2013	87.7%	2014	91.6%	2015	88.3% tbc	<p>Increasing the percentage to-</p> <table border="1" data-bbox="1279 448 1720 523"> <tr><td>2015</td><td>65%</td></tr> <tr><td>2017</td><td>65%</td></tr> </table> <p>* The target has been amended following an analysis of the 2015 result and the outlook for 2017.</p> <p>Increasing the percentage to-</p> <table border="1" data-bbox="1279 863 1720 938"> <tr><td>2015</td><td>89%</td></tr> <tr><td>2017</td><td>90%</td></tr> </table> <p>Increasing the number of pupils who follow Welsh first language courses in 2B, 2C and 2CH category schools.</p>	2015	65%	2017	65%	2015	89%	2017	90%	<p>There was an increase from 2013 to 2015. The impact of the investment in Bro Dinefwr and Maes y Gwendraeth schools will be reflected in the data in the future.</p> <p>Move schools along the language continuum -Bro Myrddin to move from category 2A to category 1- formal consultation currently.</p> <p>Joint working across the region to create and coordinate resources and activities for the new specification. Share these on the ERW website.</p> <p>Using resources created for Carmarthenshire Primary Charter to raise awareness of the benefits of bilingualism.</p>
2010	55%																																		
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2017	65%																																		
2015	89%																																		
2017	90%																																		

	<p>schools increases, such as in Dinefwr, it is expected that the number of pupils studying Welsh as a first language and following subjects through the medium of Welsh will increase in those schools by increasing the number and percentage that will follow two or more qualifications in Welsh.</p> <p>(Paragraph edited)</p>		
<p>To ensure that the provision for 14-16 learners complies with the Learning and Skills (Wales) Measure 2009.</p>	<p>The provision occurs mainly in the three Category 2A schools at present, with very little in the Category 2C and 2Ch schools. A number of vocational courses for 14-16 year olds are provided on Coleg Sir Gâr sites as well. The Welsh medium provision will develop and increase in schools through co-operation. The management structure for 14-19 education in the County, described below, will oversee the progress made and the Welsh medium provision. This will ensure that schools comply with the requirements of the Learning and Skills Measure.</p> <p>Carmarthenshire's 14-19 Network has provided a prospectus of courses for 14-19 pupils. This markets the courses that are available, including those which are in Welsh or bilingual. In addition, specific finance, a portion of the 14-19 grant, is allocated to develop the establishment of Welsh medium and bilingual courses. It should be noted that the County provides additional funding for schools through the finance formula according to the proportion of subjects offered through the medium of Welsh across the age range. This has promoted the provision of Welsh medium learning in the schools.</p>	<p>Continuing the provision in category 2A schools. Increasing the provision in 2B and 2C schools.</p> <p>Meet the new requirements in respect of 14-19 education provision, 2014</p>	<p>Continue the provision and raise understanding of the benefits of bilingualism. Start the Secondary Language Charter in conjunction with Gwynedd.</p>

To increase the percentage of 16-19 students who study subjects through the medium of Welsh in schools.

The percentage of 16-19 students who study 2 or more subjects through the medium of Welsh/bilingually (e.g. elements of qualifications/modules)

2010	29%
2011	38%
2012	30.9%
2013	31.3%
2014	33.8%
2015	30.34%

Again, as in the case of outcomes specific to KS4, this is a difficult element to develop and increase outside the 3 2A Category schools in Carmarthenshire. The naturally bilingual schools are encouraged to present elements or all the aspects of the Welsh Bacallaureate course through the medium of Welsh to students who do not study their chosen subjects through the medium of Welsh.

County officers, via the structure of management meetings, work with schools and managers at Coleg Sir Gâr and other providers, such as the mentrau iaith, to increase the Welsh medium provision, which is available for post-16 students.

Schools within the Welsh Education Partnership, namely the three Category 2A schools, have taken pioneering steps by working together to increase the provision of vocational courses and more traditional fare. The Partnership provides courses in the 16-19 age range mainly.

An officer from the Authority attends Forum meetings in

Increase the percentage of 16-19 students who study subjects through the medium of Welsh in 2A and 2B schools

2017	35%
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* The target has been amended following an analysis of the 2015 result and the outlook for 2017.

Continuing to increase the elements of the Welsh Bacallaureate course through the medium of Welsh for pupils who are not studying their chosen subjects in Welsh.

Conducting a survey of language use. Joint working with Mentrau and Trywydd to try to raise awareness and understanding of the importance of continuing to study subjects through the medium of Welsh.

Develop a formal structure of collaboration across the region in practically and through networking.

	<p>the south-west. Headteachers of Category 2A schools in Carmarthenshire are loyal members of the Forum and have become pioneers by developing the work of their Partnership with Coleg Sir Gâr and sustaining cross-boundary partnerships to support more traditional and vocational courses through the medium of Welsh. This will contribute to ensuring that the schools carry out the requirements of the Education and Skills Measure and ensure sustainable courses.</p>		
<p>To work through regional 14-19 networks and 14-19 Forums in order to sustain and improve the Welsh medium provision.</p>	<p>Specific sections of the previous comments and those below are relevant to this question.</p> <p>The network's 14-19 Operational Group includes representatives from the Authority, secondary heads and senior managers from Coleg Sir Gâr. This is the group that supervises the vocational provision, including the Welsh provision across the County. Representatives attend meetings of three area clusters and the Welsh medium partnership cross-cluster, which meets regularly to plan and implement the provision. A governors' joint committee oversees the work of each cluster and partnership. These are the channels that promote and support Welsh medium developments.</p>	<p>Continue to work together through 14-19 Forums in order to sustain and improve the Welsh medium provision.</p>	<p>Continue to work together through 14-19 Forums in order to sustain and improve the Welsh medium provision.</p>
<p>To gather and use data on the 14-19 Welsh medium provision Planning for a post-16 provision within partnerships.</p>	<p>The management structure described for the previous question monitors the Welsh medium provision in the 14-19 age range. Also, the quality assurance group gathers information, including pupils' opinions, and observes lessons, in order to prepare an annual self-evaluation report. The Welsh medium provision is addressed in these activities.</p> <p>Headteachers and curriculum managers from the</p>	<p>Continuing to respond to pupils' requirements as regards the medium of teaching and individual learning pathways, monitoring them regularly.</p>	<p>Secondary Language Charter to survey post 16.</p> <p>Continue to respond to the demands of pupils as regards the medium of individual learning pathways, monitoring</p>

	<p>schools and the College hold discussions for each meeting described in the structure above. This provides for school pupil requirements as regards the medium of teaching and individual learning pathways. The provision is added to annually.</p> <p>There is very little Welsh medium provision for 14-19 pupils in the workplace, except in the field of children's education and development.</p> <p>A prospectus of the 14-19 courses provided in Carmarthenshire's schools and colleges for 2010-11 has been prepared on paper and electronically. The Authority's officers led and managed this work. The medium of teaching is noted for each course. The prospectus does not include the provision in the workplace.</p>		<p>them regularly.</p> <p>Have appointed a coordinating officer using Bwrw Ymlaen grant. The officer is working to create a smooth pathway between schools, colleges and the workplace.</p> <p>Draw the attention workplace to the importance and benefits of maintaining opportunities for the Welsh Medium</p>
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Outcome 5- More students who have higher language skills in Welsh
Addition – outcome of Welsh Language Task and Finish Group
Recommendations from the Census Working Party - The Welsh Language in Carmarthenshire

AIM: To increase the use of the Welsh language within the workplace

33. That the County Council conducts a comprehensive review of the Council's jobs by department to identify posts where the Welsh language should be essential. The focus in the first place should be on jobs that provide direct service to the public.

39. That the County Council ensures appropriate support and continuity to staff, within the workplace, to move along the language ability continuum as required. This will include those who are learning for the first time to those who want to improve their language skills. Managers should encourage and support staff to develop their skills by monitoring and record progress and the use of the Welsh language in the workplace as part of the staff appraisal process.

AIM: To mainstream the Welsh language as a core feature in any economic development plans in Carmarthenshire

45. That the County Council, through the 14-19 Network, develops Welsh medium work experience opportunities and apprenticeships within the workplace for young people and increasing the demand and the ability for the private, public and voluntary sectors to operate bilingually.

46. That the County Council works with Careers Wales through the 14-19 Network to promote the needs of the private sector regarding bilingual skills.

AIM: To increase the range of opportunities to use the Welsh language in our communities, specifically opportunities for children and young people in order to strengthen the language outside of school.

56. That the strategic action group ensures that it develops Welsh medium community opportunities that will support and reinforce the educational curriculum.

57. That the County Council increases the Welsh medium provision within its youth service and supports staff within the service to develop their skills of working through the medium of Welsh.

58. In accordance with the Youth Clubs Task and Finish Group (January 2014), the Council will prioritise increasing the Welsh medium provision as part of the new strategic approach by commissioning organisations that provide open access services through the medium of Welsh.

65. That the County Council works more closely with the National Theatre of Wales in order to offer Welsh medium community opportunities.

66. That the County Council attracts and promotes Welsh and bilingual performances in its county theatres.

A. Objective	B. Current performance	C. Targets	D. Progress
<p>To improve work on literacy skills in Welsh.</p>	<p>Compliance with Carmarthenshire Literacy Strategy</p> <p>Intention 1- <i>That all Carmarthenshire's schools should continue to raise all pupils' attainments so that they all fulfil their potential</i></p> <p>Our aim is to-</p> <ul style="list-style-type: none"> • support and challenge the standard of teaching and learning in order to improve the quality of individual pupils' work and all the schools in the local authority; • develop and support Welsh literacy system leaders; • promote the sharing of good practice across the LA, ERW and within families; • helping to develop and support Professional Learning Communities across the Local Authority; • focus on developing skills for all learners in line with the 3-19 Skills Framework, giving a lead on developmental education; • give a lead and assistance to develop independent learners; • organise and support cross-phase meetings within schools and across families to promote continuity and progress; • raise awareness and training in the use of IT to improve standards; • ensure that effective systems are in place for assessment, tracking, recording, moderation and standards. <p>Intention 2 - <i>To help Carmarthenshire schools that are listed on the Support and Challenge Framework matrix, where the need to raise standards in Welsh literacy is greatest.</i></p>	<p>Targeting the schools where the need to raise standards in Welsh literacy is greatest.</p>	<p>Data report available</p>

	<p>Our aim is to-</p> <ul style="list-style-type: none"> • provide special training and support for the named schools <p>Intention 3- <i>To ensure that low attainment pupils succeed in moving forward towards a standard of literacy which will enable them to take advantage of educational opportunities and become responsible members who fulfil their potential.</i></p> <p>Our aim is to-</p> <ul style="list-style-type: none"> • give schools advice on how to support groups which will need help with Welsh literacy; • offer advice regarding training and preparing early intervention programmes; • offer schools guidance on ways of encouraging parents to support their children. <p>Intention 4- <i>To develop and cultivate critical self-evaluation methods</i></p> <p>Our aim is to-</p> <ul style="list-style-type: none"> • support schools in the self-evaluation process in order to ensure that good practice is developed in Welsh literacy; • work with schools/families to identify, support and nurture System Leaders; • work with schools/families to support and cultivate effective PLCs. <p>Intention 5- <i>To work with schools and education providers to raise awareness in the family and the wider community in order to deal with socio-economic disadvantages which act as a barrier to raising standards in Welsh.</i></p> <p>Our aim is to-</p>	<p>Continuing to run training for intervention programmes such as Letters and Sounds. Dyfal Donc.</p> <p>Developing and cultivating critical self-evaluation</p> <p>Continuing to work with schools and education providers to raise awareness in the family and the wider community in order to deal with socio-economic disadvantages, which act as a barrier to raising</p>	
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	<ul style="list-style-type: none"> work with parents/carers to enable them to help the development of their children's Welsh literacy at home and in school; collaborate with the Mentrau Iaith to help schools to develop as centres of learning in their communities. <p>Intention 6- That all learners enjoy new creative experiences</p> <p>Our aim is to-</p> <ul style="list-style-type: none"> encourage all schools/families to continue to work closely with Libraries, Museums, Theatre in Education. 	standards in Welsh.																																			
<p>To improve provision and standards in Welsh first language.</p>	<p>The percentage of pupils at the end of the Foundation Phase that attain Outcome 5 in Language, Literacy and Communication in Welsh medium settings (Welsh Medium, Transitional and Dual Stream)</p> <table border="1" data-bbox="465 818 1435 1182"> <thead> <tr> <th>Year</th> <th>Foundation Phase achieving Outcome 5 in Welsh</th> <th>Regional average</th> <th>Welsh average</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>85.40%</td> <td>84.50%</td> <td>85.93%</td> </tr> <tr> <td>2013</td> <td>86.2%</td> <td>86.6%</td> <td>86.2%</td> </tr> <tr> <td>2014</td> <td>89.2%</td> <td>90.2%</td> <td>89.2%</td> </tr> <tr> <td>2015</td> <td>91.4%</td> <td>92.2%</td> <td>91.4%</td> </tr> </tbody> </table> <p>Percentage of pupils achieving L4+ at the end of key Stage 2-</p> <table border="1" data-bbox="465 1281 1435 1436"> <thead> <tr> <th>Year</th> <th>KS2 achieving L4+ in Welsh</th> <th>Regional average</th> <th>Welsh average</th> </tr> </thead> <tbody> <tr> <td>2010</td> <td>75.1%</td> <td>80%</td> <td>81%</td> </tr> </tbody> </table>	Year	Foundation Phase achieving Outcome 5 in Welsh	Regional average	Welsh average	2012	85.40%	84.50%	85.93%	2013	86.2%	86.6%	86.2%	2014	89.2%	90.2%	89.2%	2015	91.4%	92.2%	91.4%	Year	KS2 achieving L4+ in Welsh	Regional average	Welsh average	2010	75.1%	80%	81%	<p>Target for raising the percentage-</p> <table border="1" data-bbox="1467 842 1823 922"> <tr> <td>2015</td> <td>92%</td> </tr> <tr> <td>2017</td> <td>93%</td> </tr> </table> <p>Promoting the Letters and Sounds programme in the Foundation Phase as part of Carmarthenshire's raising standards project.</p> <p>Raising the percentage-</p> <table border="1" data-bbox="1467 1366 1823 1406"> <tr> <td>2015</td> <td>89%</td> </tr> </table>	2015	92%	2017	93%	2015	89%	<p>0.6% below target. Continue to promote continuity of Letters and Sounds programme in the Foundation Phase as part of a project to raise Carmarthenshire standards.</p> <p>Targeting schools after Challenge Advisors' visits and conducting specific ERW training.</p> <p>2015 target of 0.4% not achieved. Continue to target and expand good practice in working</p>
Year	Foundation Phase achieving Outcome 5 in Welsh	Regional average	Welsh average																																		
2012	85.40%	84.50%	85.93%																																		
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2011	80.5%	82%	82%
2012	83.2%	87%	84%
2013	84.5%	85.8%	86.7%
2014	84.4%	87.3%	88.1%
2015	88.6%	89.5%	90.5%

Percentage achieving L5+ in Welsh at the end of Key Stage 3-

Year	KS3 L5+ in Welsh	Regional average	Welsh average
2010	72.70%	78%	77%
2011	82.30%	84%	81%
2012	83%	86%	84%
2013	83.6%	86.8%	87.6%
2014	88.7%	90%	90.1%
2015	86.5%	89.2%	90.9%

% of pupils at end of KS4 who attain grades A*-C GCSE Welsh-

2011	74.4%
2012	73%
2013	72.9%
2014	69.1%
2015	72.3%

In order to try and improve standards of achievement, the intention is to continue to-

- Monitor and target schools by using the service provided by the Teachers who Improve Welsh and Bilingualism (AGGaD), in the primary sector, as well as System Leaders and Associate System

2017	90%
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Raising the percentage-

2015	86%
2017	88%

Raising the percentage of grades A* - C in GCSE Welsh

2015	77%
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* The target has been amended following an analysis of the 2015 result and the outlook for 2017.

Continue to monitor data and set targets.
Respond to the results

in Donaldson style from school to school.

Target achieved- continue to target and expand good practice in the implementation of Donaldson ideas as regards support from school to school, working together, sharing good practice and regional moderation.

Still below target. Continue to monitor and set targets. Joint working across the region to share good practice.

	<p>Leaders</p> <ul style="list-style-type: none"> • Carry out an audit of reading levels/ages in KS2 • Monitor intervention projects regularly • Note changes in the KS3 and 4 statistics after establishing the Dinefwr 2B school in 2013. • Carry out Literacy surveys annually • Follow a regional timetable for standardisation and moderation in literacy • Target schools that need additional help according to the Regional Framework matrix. 	of the literacy survey by System Leaders.															
<p>To increase opportunities for learners of all ages to practise their Welsh outside the classroom.</p>	<p>A number of projects provided by schools, Mentrau Iaith, the Welsh Language Board, Mudiad Meithrin, Estyn Llaw, Urdd Gobaith Cymru, Youth Committee, Young Farmers' Clubs and Welsh for Adults develop formal and informal teaching and learning opportunities which are inclusive and sustainable. They reinforce and realise the aim of ensuring that pupils are fluently bilingual, as well as cultivating co-operation between key partners in order to ensure continuity and progression in learning opportunities.</p> <p>Urdd residential courses and a wide range of after school clubs are provided in the Foundation Phase/KS2/KS3/KS4</p>	Raising schools' awareness of the opportunities to develop informal use of Welsh on a termly basis.	Collaborate with Mentrau Iaith and AGGaD by means of Codi Caerau Charter														
<p>To improve the provision and standards in Welsh second language.</p>	<p>The percentage of pupils at the end of KS2 who attain L4 at least in Welsh Second Language-</p> <table border="1" data-bbox="660 1157 1102 1353"> <tr> <td>2011</td> <td>58.4%</td> </tr> <tr> <td>2012</td> <td>51.4%</td> </tr> <tr> <td>2013</td> <td>61.1%</td> </tr> <tr> <td>2014</td> <td>69.1%</td> </tr> <tr> <td>2015</td> <td>72.3%</td> </tr> </table> <p>Cluster moderation in Key Stage 2/3 on raising standards in Welsh</p>	2011	58.4%	2012	51.4%	2013	61.1%	2014	69.1%	2015	72.3%	<p>Continue to raise the percentage of pupils at the end of KS2 who attain at least L4 in Welsh second language-</p> <table border="1" data-bbox="1467 1236 1825 1316"> <tr> <td>2015</td> <td>64%</td> </tr> <tr> <td>2017</td> <td>68%</td> </tr> </table> <p>* The target has been amended following an</p>	2015	64%	2017	68%	<p>Targets have been achieved</p> <p>Moderation across the county and moderation across ERW. Launch Second Language Charter to raise awareness in 2016</p>
2011	58.4%																
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2015	72.3%																
2015	64%																
2017	68%																

Second Language across schools identified these points:

- The Second Language Schemes of Work were revisited in order to ensure that the tasks set were challenging enough to provide evidence at levels 4/5;
- Continuity and progression throughout the school as regards the language patterns presented;
- Teachers need to have high expectations;
- Better understanding is needed of the Second Language level descriptors – Speaking, Reading and Writing
- The status of Welsh as a second language was raised in the English medium schools
- The importance of standardisation and moderation across schools, the family, the Local Authority and ERW.

The percentage of pupils at the end of KS3 who attain Level 5 in Welsh second language-

2010	52.9%
2011	61.8%
2012	63.5%
2013	70.6%
2014	76.6%
2015	80.9%

Considerable increase during the course of a year.

The percentage of pupils at the end of KS4 who attain grades A*-C in the Welsh Second Language GCSE Full Course –

2010	67.7%
2011	69.7%
2012	67%

analysis of the 2015 result and the outlook for 2017.

Continue to raise the percentage of pupils at the end of KS3 who attain at least L5 in Welsh second language-

2015	72%
2017	75%

*** The target has been amended following an analysis of the 2015 result and the outlook for 2017.**

Continue to raise the percentage of pupils at the end of KS4 who attain grades A*-C in the Welsh Second Language GCSE Full Course –

Target has been achieved. Reflection of the input by AGGaD and collaboration between the Primary and Secondary across ERW

Within reach of the target- ensure maintenance of standards in second language by ensuring an increase in the mother tongue as well.

	<table border="1" data-bbox="732 154 1173 272"> <tr><td>2013</td><td>69.8%</td></tr> <tr><td>2014</td><td>78.2%</td></tr> <tr><td>2015</td><td>79.5%</td></tr> </table> <p data-bbox="465 480 1397 549">The percentage of pupils at the end of KS4 who attain grades A*-C in the Welsh Second Language GCSE Short Course –</p> <table border="1" data-bbox="732 564 1173 799"> <tr><td>2010</td><td>77%</td></tr> <tr><td>2011</td><td>69%</td></tr> <tr><td>2012</td><td>0%</td></tr> <tr><td>2013</td><td>0%</td></tr> <tr><td>2014</td><td>0%</td></tr> <tr><td>2015</td><td>0%</td></tr> </table>	2013	69.8%	2014	78.2%	2015	79.5%	2010	77%	2011	69%	2012	0%	2013	0%	2014	0%	2015	0%	<table border="1" data-bbox="1469 154 1823 234"> <tr><td>2015</td><td>80%</td></tr> <tr><td>2017</td><td>82%</td></tr> </table> <p data-bbox="1469 272 1823 453">* The target has been amended following an analysis of the 2015 result and the outlook for 2017.</p> <p data-bbox="1469 496 1823 713">Maintaining the Welsh Second Language percentages by ensuring the raising of First Language Welsh percentages</p> <p data-bbox="1469 756 1823 900">Continuing to ensure that no pupils sit the Welsh Second Language Short Course.</p>	2015	80%	2017	82%	
2013	69.8%																								
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2017	82%																								
<p data-bbox="147 943 443 1193">To increase the opportunities for learners of all ages to practise their Welsh outside the classroom.</p>	<p data-bbox="465 943 1440 1011">The occasional use of Welsh in English Medium schools is developed:</p> <ul data-bbox="512 1054 1440 1428" style="list-style-type: none"> • Using Teachers who Improve Welsh and Bilingualism (AGGaD), to target teachers who have very little Welsh, and training them in the classroom; • Follow-up sabbatical courses; • Training in the use of packages for occasional use of Welsh, including games and the language of the school yard; • Courses for adults based on the occasional language of the classroom • Programmes to reward occasional usage in class and around the School 	<p data-bbox="1469 943 1823 1086">Annually increasing the number of teachers who use Welsh naturally now and again in the school</p> <p data-bbox="1469 1198 1823 1305">Creating a Welsh atmosphere and ethos on a daily basis.</p>	<p data-bbox="1850 943 2130 1267">Carmarthenshire 'Codi Caerau' Charter is a vehicle to increase opportunities for pupils, staff and parents to use Welsh outside the classroom.</p> <p data-bbox="1850 1310 2096 1417">Identification and recruitment of teachers and</p>																						

	<ul style="list-style-type: none"> • Working with Youth Committees • Joint creation of language posters for occasional usage • Eisteddfodau • Concerts • Clubs • Educational trips <p>Mentrau Iaith and the Welsh Language Board have a number of projects in the county's primary and secondary schools, e.g. 'Blas ar Gymru' for latecomers and their families.</p> <p>In the case of secondary pupils it is expected that events at cluster or county level that are organised by the Authority and by schools should be held bilingually, providing an opportunity for non-Welsh speaking pupils and learners to hear Welsh being used. This will include events such as the youth forum, health education, drugs, careers, etc. Similarly, visitors to schools are expected to use Welsh at every possible opportunity and to promote the advantages of bilingual education.</p>		<p>teaching assistants for the Entry, Foundation and Advanced levels Courses.</p> <p>AGGaD contribute linguistic expertise and methodology during courses.</p> <p>Supporting practitioners back in their schools</p> <p>Introducing annual sessions on introducing 2nd Language methodologies to students in the second year of the B.Ed. course</p>																
<p>To increase the Welsh and Welsh Second Language A Level registrations, as a percentage of the Welsh and Welsh</p>	<p>The percentage of Welsh GCSE candidates who go on to study at A Level-</p> <table border="1" data-bbox="732 1134 1173 1366"> <tr><td>2010</td><td>7%</td></tr> <tr><td>2011</td><td>7%</td></tr> <tr><td>2012</td><td>4.5%</td></tr> <tr><td>2013</td><td>5.4%</td></tr> <tr><td>2014</td><td>4.5%</td></tr> <tr><td>2015</td><td>4.2%</td></tr> </table> <p>The percentage of Welsh Second Language GCSE candidates</p>	2010	7%	2011	7%	2012	4.5%	2013	5.4%	2014	4.5%	2015	4.2%	<p>This issue creates concern for us in Carmarthenshire but we believe it reflects the situation across Wales</p> <table border="1" data-bbox="1469 1251 1823 1329"> <tr><td>2015</td><td>6%</td></tr> <tr><td>2017</td><td>6%</td></tr> </table> <p>However our aim is to increase the cohort of</p>	2015	6%	2017	6%	<p>Research is being carried out to ensure the integrity of GCSE and transmission to Post 16 data - to understand the reasons for a reduction in the number studying A</p>
2010	7%																		
2011	7%																		
2012	4.5%																		
2013	5.4%																		
2014	4.5%																		
2015	4.2%																		
2015	6%																		
2017	6%																		

<p>Second Language GCSE registrations.</p>	<p>who go on to study at A Level-</p> <table border="1" data-bbox="732 204 1173 437"> <tr> <td>2010</td> <td>4%</td> </tr> <tr> <td>2011</td> <td>3%</td> </tr> <tr> <td>2012</td> <td>3.6%</td> </tr> <tr> <td>2013</td> <td>2.5%</td> </tr> <tr> <td>2014</td> <td>3.2%</td> </tr> <tr> <td>2015</td> <td>2.55%</td> </tr> </table> <p>It would be very desirable if the authority and individual schools could increase the number of 16+ students who study Welsh first or second language as an examination subject. This is no easy task, but we hope it will happen naturally, as an increase in Welsh is seen as a result of implementing the Welsh Strategy from the Foundation Phase up to 19 years over a period of time. This will be part of the criteria for measuring the success of our Strategy.</p> <p>At the same time, in line with the requirements of the Skills and Learning Measure, today's children receive more of a choice of courses, and the competition to attract 16-19 students has a detrimental effect on the numbers studying Welsh.</p> <p>We should also note that the percentage above does not take into account the number of pupils who have left Carmarthenshire's secondary schools with a GCSE qualification in Welsh first or second language, to continue their post-16 education at a college. Information regarding those who are studying Welsh at A level in the colleges has not been considered here.</p>	2010	4%	2011	3%	2012	3.6%	2013	2.5%	2014	3.2%	2015	2.55%	<p>GCSE Welsh and Welsh Second Language candidates who go on to study A levels.</p> <table border="1" data-bbox="1469 323 1823 400"> <tr> <td>2015</td> <td>3%</td> </tr> <tr> <td>2017</td> <td>3%</td> </tr> </table>	2015	3%	2017	3%	<p>Level - nature of the course, individual choice ...</p> <p>Collaborate with Coleg Sir Gâr to improve understanding of A Level data across the county. Joint training across the region to share practice to inspire students to continue studying A level.</p>
2010	4%																		
2011	3%																		
2012	3.6%																		
2013	2.5%																		
2014	3.2%																		
2015	2.55%																		
2015	3%																		
2017	3%																		

Outcome 6: Improving the Provision of Additional Learning Needs through the medium of Welsh

Addition – outcome of Welsh Language Task and Finish Group

Recommendations from the Census Working Party- The Welsh Language in Carmarthenshire

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in both Welsh and English.

17. That the County Council maintains an ongoing marketing campaign to promote Welsh medium education by explaining the advantages of being bilingual to parents and pupils;
18. That the Council provides training for primary and secondary school governors on the advantages of Welsh medium education and the educational, economical and community reasons why the provision should be extended across the county;

A. Objective	B. Current performance	C. Targets	D. Progress
<p>To improve the provision of Additional Learning Needs (ALN) through the medium of Welsh.</p>	<p>The Local Authority has made a commitment to provide a bilingual service to Carmarthenshire learners.</p> <p>The following is our vision for the service -</p> <p><i>We will work with our partners to ensure that all children and young people have the opportunity to fulfil their potential, in a bilingual environment, which respects and values all cultural traditions.</i></p> <p>We will implement this by-</p> <ul style="list-style-type: none"> • Employing staff who are confident to work in Welsh and English • Working to support the development of language skills amongst those who are lacking in confidence to communicate and write in Welsh. • Supporting teachers and ALN Co-ordinators in our Welsh medium schools so that they are confident in 	<p>By December 2014, via the review of the School/LA Partnership Agreement all schools to adopt the principle.</p> <p>By December 2014, via the LA's website/school prospectuses, share information with parents.</p> <p>From now on, appoint staff with the appropriate/suitable skill for the setting.</p> <p>From now on, ensuring staff who can work in Welsh or bilingually and the availability of appropriate resources so</p>	<p>Schools share information with parents. Schools have pride in the provision of training and sharing of resources across ERW.</p> <p>Staff and bilingual service will be available for Carmarthenshire schools and pupils.</p> <p>Develop bilingual resources in response to changing legislation</p>

	<p>supporting children/young people who have additional needs.</p> <ul style="list-style-type: none"> • Ensuring Welsh or bilingual education is available for all pupils in the specific units for educating children who have profound difficulties and that all pupils have an equal opportunity to receive education and support in their chosen language, whatever their disabilities. • Developing bilingual programmes of support/intervention so that the same resources are available for children who choose to attend Welsh medium schools. • Carrying out a survey of the present provision, gauging the demand for ALN in Welsh. <p>Carrying out a survey of the present provision, gauging the demand for ALN in Welsh by-</p> <ul style="list-style-type: none"> • Consulting regularly with Headteachers/ALN Co-ordinators to gauge the demand for Welsh medium provision • Consulting with officers/staff in the department e.g. Education Psychologists, Pupil Progress Officers, System Leaders on areas for development. • Considering data regarding pupils within the system and the demand for specialised Welsh medium provision. • Consulting with parents through the Annual Review/SNAP agency process. • Implementing provision development schemes for ALN in the Dinefwr Area in two Category 2B schools and one Category 2A school. • Continuing work at regional level to examine the potential of joint working to provide specialised services locally rather than having to buy places for children in 	<p>that the service can be provided.</p> <p>Introducing/creating appropriate bilingual material on every occasion.</p> <p>Summer term 2014- Carry out a detailed self-evaluation of the service that will note the current situation of the service, and will include an inspection of the current provision e.g. the bilingual abilities of staff.</p> <p>Autumn term 2014- create an action plan to respond to the findings and incorporating any service improvements into the School Modernisation</p>	<p>in ALN.</p> <p>Working with WG on an analysis of the ALN workforce.</p> <p>Provide bilingual courses and workshops to meet local needs.</p>
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	<p>provisions outside the area.</p> <ul style="list-style-type: none"> • Developing the new system of supporting children who have ALN (Child Centred Planning, Individual Development Plans, Learners Rights), ensuring that the process is available in Welsh and English. • Sharing information with parents. • Working with the various agencies to agree on the principle and provision. • Employing/training providers in the necessary bilingual skills. • Incorporating in the School Modernisation Programme. • Continuing to work with other Authorities on developing specialised services locally. 	<p>Programme.</p> <p>Implementing the agreed schemes by extending the current provision and the ability to operate bilingually.</p>	
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Outcome 7: Planning the workforce and supporting continuous professional development –

Addition – outcome of Welsh Language Task and Finish Group

Recommendations from the Census Working Party- The Welsh Language in Carmarthenshire

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in both Welsh and English.

20. That the County Council works with every governing body to conduct a language skills audit in order to consider the linguistic needs of the workforce and be able to move the school along the language continuum.

AIM: To increase the use of the Welsh language within the workplace

33. That the County Council conducts a comprehensive review of the Council's jobs by department to identify posts where the Welsh language should be essential. The focus in the first place should be on jobs that provide direct service to the public.

39. That the County Council ensures appropriate support and continuity to staff within the workplace, to move along the language ability continuum as required. This will include those who are learning for the first time to those who want to improve their language skills. Managers should encourage and support staff to develop their skills by monitoring and recording progress and the use of the Welsh language in the workplace as part of the staff appraisal process.

A. Objective	B. Current performance	C. Targets	D. Progress
<p>To ensure a sufficient supply of practitioners for Welsh medium education.</p>	<p>We work with school governing bodies to try and fulfil the need for practitioners to learn by ensuring awareness and understanding of the following-</p> <ul style="list-style-type: none"> • The Local Authority vision; • Carmarthenshire's Welsh in Education Strategic Plan; • The Welsh Medium Education Strategy; • Discussions with System Leader; • The Headteacher's vision; • Training for Governors; • Presentations of the Welsh and Bilingualism 	<p>There are no problems as regards recruiting Welsh-speaking staff, but in order to ensure high standards, language improvement courses are provided.</p> <p>Establishing a database and updating it annually.</p>	<p>Data base is live.</p>

	Briefing Paper		
<p>Improving practitioners' language skills.</p> <p>Improving practitioners' methodology skills</p>	<p>The language skills of the workforce have been audited regularly by means of-</p> <ul style="list-style-type: none"> • A Language Questionnaire every alternate year for all members of staff in schools • A survey by the Council to gather information about the language skills of staff – the E-learning electronic questionnaire <i>Welsh Language Awareness</i> which was developed to outline responsibilities under the Language Act 1993 and the Welsh Language Measure 2010. <p>You will also see references to learning needs by medium. The courses are distributed as necessary at an individual level, to schools or to families of schools.</p> <p>The following will be used to identify the training methodology needs of those teaching in the Welsh and bilingual sector:</p> <ul style="list-style-type: none"> • System Leader visits • The Regional Support, Challenge and Intervention Framework • The AGGaD Service • Professional Learning Communities • Associate System Leaders • Data • Family CPD plans, using grant funding • Language questionnaires <p>CPD programmes will be provided in partnership with agencies such as WJEC and the Sabbatical courses, based on the needs and requirements of practitioners,</p>	<p>Working together to use one questionnaire to gather information about the workforce's language skills</p> <p>Increasing the co-operation amongst Welsh co-ordinators in order to develop strategies and consistency across ERW</p>	<p>Collect linguistic skills information annually</p> <p>Conduct evening sessions at the request of individual schools on aspect(s) of the AGGaD</p> <p>Welsh learning sessions, developing Bilingualism or improving language on INSET days, during the school day or evening sessions. Language support for teaching assistants at work in the classroom.</p> <p>Identification and recruitment of teachers and teaching assistants for the Entry, Foundation and Advanced levels Sabbatical Courses.</p> <p>AGGaD contribute linguistic expertise and methodology during courses.</p> <p>Supporting practitioners back in their schools.</p> <p>Introducing annual sessions on introducing Second Language methodologies to students in the</p>

	<p>identified via the needs questionnaire, network meetings and family plans for the School Effectiveness grant.</p> <p>The Sabbatical courses will be vital to help schools who are changing category, as well as classroom training and mentoring across schools. Also, support through PLCs, System Leaders and AGGaD visits will be key. The PLC scheme and System Leaders are vital to ensure sustainability.</p> <p>The System Leaders are used strategically for training and mentoring and respond to the requirements and needs of schools/families.</p> <p>The following are used:</p> <ul style="list-style-type: none"> • Data • The Regional Support, Challenge and Intervention Framework • The Welsh Medium Education Strategy • The Welsh in Education Strategic Plan • The Literacy Strategy • The Regional Framework for Inspecting Literacy • Communication and co-operation • A living language: a language for living 2012 to 2017 - WG <p>The training and reports from visits ensure this.</p> <p>The main aim of CPD is to raise standards in literacy and dual literacy. Using Improving School Effectiveness, the families give priority to programmes</p>	<p>Continue to evaluate the impact of the Sabbatical course on classroom practice.</p> <p>Plans for effective language provision- target Carmarthen and Llanelli areas.</p> <p>Teachers and DS/WM schools, which are moving along the continuum, will be targeted by the</p>	<p>second year of the B.Ed. course.</p>
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	<p>of intervention such as Llythrennau a Synau/Letters and Sounds. See also the aims and objectives of the Literacy Strategy – outcome 5.</p> <p>The Local Authority identifies teachers for the WG Sabbatical Programme and Welsh language courses within the Sabbatical Programme. Welsh courses are provided by AGGaD to refresh skills, follow-up programmes, support and mentoring. Monitoring will take place when they return to class, and there will be expectations as regards raising standards in Welsh Second Language.</p> <p>Trinity St David University and the Education Department have agreed that one of the AGGaD should be part of the team jointly responsible for the Sabbatical courses.</p>	<p>AGGaD.</p> <p>Continuing with the joint working agreement.</p>	
<p>To integrate Welsh medium considerations into all aspects of the School Effectiveness Framework</p>	<p>All school families across the county are considering improving attainment in Welsh first and second language and in Welsh medium/bilingual methodology in PLCs. Standardisation and moderation training was provided across the Local Authority in 2012/13.</p> <p>Schools are supported by sharing data, sharing good practice and sharing resources.</p> <p>At ERW regional level the work of actively supporting the teaching of Welsh and Welsh Second Language is implemented via the following-</p> <ul style="list-style-type: none"> • Literacy Focus Group; • Training by SL and ASL; • Programmes of intervention - Dyfal Donc, Llythrennau a Synau/Letters and Sounds; 	<p>Extending joint working and considering exchanging specialist staff.</p>	<p>Each school family across the local authority is considering improving attainment in Welsh First Language and Second Language and Welsh / bilingual methodology in PLCs. Standardization and moderation training was provided across the local authority and region</p> <p>The Language Charter will drive the use of Welsh</p> <p>Focus in the LA on-</p> <ul style="list-style-type: none"> • A culture of high level performance and equality;

	<p>The following need to be created:</p> <ul style="list-style-type: none"> • A culture of high level performance and equality; • A reduction in the performance gap within schools and between schools; • A reduction in the performance gap between boys and girls; • Ensuring resources and Professional Practice Networks are used effectively. <p>Professional Learning Communities are established in order to deal with the following:-</p> <ul style="list-style-type: none"> • teaching Welsh and Welsh Second Language • improving Welsh literacy/dual literacy; • teaching other subjects through the medium of Welsh/bilingually; • acquiring Welsh language skills in the Foundation Phase; • planning for informal use of Welsh in schools. <p>AGGaD will initiate the work, and then, in order to ensure sustainability, will also be responsible for follow up care.</p>		<ul style="list-style-type: none"> • A reduction in the performance gap within schools and between schools; • A reduction in the performance gap between boys and girls; • Ensuring resources and Professional Practice Networks are used effectively. <p>PLCs are set up to tackle:</p> <ul style="list-style-type: none"> • teaching Welsh and Welsh Second Language • improving Welsh literacy/dual literacy; • teaching other subjects through the medium of Welsh/ bilingually; • acquiring Welsh language skills in the Foundation Phase; • planning for informal use of Welsh in schools <p>The above aspects are embedded in the Challenge Advisors' visits.</p>
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Adran 2: Welsh in Education Grant, Developing the workforce and Continuous Professional Development – **Addition as a result of launching our Welsh medium Primary Schools Language Charter**

Following agreement at the School Improvement Steering group comprising of headteacher representatives and LA officers it was agreed that WEG funding should be devolved directly to secondary schools. It was also agreed that WEG funding for primary schools would be retained centrally enabling the AGGaD Service to lead on a number of networks of professional practice as well as to provide targeted support for particular schools and CPD.



AGGaD provision for raising standards of bilingualism

Codi Caerau- Carmarthenshire Language Charter

(CAER comes from *Caerfyrddin*- the name of the county, and the source of the word CAER is the Latin *castrum* which means castle or stronghold)

One of the objectives of CLC was to develop a language charter to for Carmarthenshire schools that was based on Gwynedd schools charter and is funded by the Welsh Government. The aim of Codi Caerau is to provide a framework that can be used to promote and increase the use of Welsh in a social context. Simply put, the main aim of Codi Caerau is to encourage Carmarthenshire children and young people to learn and speak Welsh.



A 'character' has been invented to help deliver the message to primary pupils. Here 'Celt' reminds children about the importance of learning to speak Welsh. We will draw up a series of activities based on Celt - reading books, drama, and local history.

Marketing Advantages

Marketing materials for bilingualism have been created – Posters, Pamphlets, DVDs, Bookmarks, Badges, Bands, to:

- Promote the value of being bilingual in Carmarthenshire and Wales.
- Present facts based on research.
- Presented in a simple and clear way.
- Use County stars to support the campaign, namely Alex Jones and Nigel Owens.
- Conduct training sessions on implementing the Charter.

Cwrs Cloncan	<i>Targeting pupils, teachers and assistants to raise standards through Oral Activities and ideas with stimulating games from the Foundation Phase to widely independent writing in Year 6.</i>
Cynllun “Medru Dweud Medru Gwneud”	<i>A series of activities targeting KS2 presented in the Pie Corbett method to raise oracy standards and communication skills. Leading to raising standards in listening, reading and writing including the Six Purposes for writing.</i>
Pecyn Drilio iaith drwy Gân	<i>Learning sentence patterns and language rhythms through songs.</i>
Ideas on how to Build Confidence and a Positive Attitude in the transition from the Foundation Stage and Key Stage 2	
Supporting teachers and assistants in the Foundation Phase to raise bilingual skills.	
Mathemateg drwy gyfrwng Cymraeg	<i>Combining language work and developing skills across the curriculum by introducing Mathematics on Problem Solving in Welsh medium schools</i>
Agweddau ar Wyddoniaeth	<i>Combining language work by developing skills across the curriculum by introducing scientific experiments in Welsh Medium schools.</i>
Training	<ul style="list-style-type: none"> • <i>Workshops exemplifying motivational activities and stimulating teaching methodology</i> • <i>Welsh Lessons for adults who are part of a school’s staff</i>
Providing opportunities for Welsh Sabbatical Training and Post Sabbatical Training back in the classroom	
Setting up Fun Clubs in English medium schools and identifying squads of pupils as leaders	
Y Canolfannau Cymraeg	<ul style="list-style-type: none"> • <i>Latecomers Project</i> • <i>Key Stage 3 transition support</i> • <i>Planning;</i> • <i>Planning continuing assessment opportunities in teaching;</i> • <i>Discussing and leading the planning of language skills as required by the curriculum.</i>
Language Stations	<ul style="list-style-type: none"> • <i>Raising levels 4 and 5</i> •
Dechrau Da and Blas ar Gymru	<i>Two schemes targeted to raise parents' awareness of the benefits of bilingual education - before starting school and making the transition from Key Stages 2/3.</i>

AGGaD Scheme Developmental plan to satisfy Carmarthenshire LA English Medium Schools.

More detail on support provided to English Medium Schools

Situation in 2010-2012

- Cynllun Cloncan established;
- Targeted -Dechrau Cloncan (Foundation Stage), Dal i Gloncan (Years 3 and 4) Mwy o Gloncan (Years 5 and 6);
- Several other packages related to bilingualism created to be offered in the Catalogue of resources for the schools;
- The needs of each English medium and dual stream school during the two years was satisfied;
- Training was held;
- The AGGaD Bilingualism Team Leader was responsible for Sabbatical Courses in collaboration with Trinity College, St David's for teachers with limited Welsh and classroom assistants.

English Medium and Dual Stream Schools are clustered into "Families" and the authority encourages collaboration in this way. Within these families, AGGaD identified the schools that are far from each other on the linguistic continuum and will these will be specifically targeted to raise standards and move schools- not necessarily in the same family, but with the same language requirements- to achieve further development in bilingualism. This will be the priority, but support will continue to all English medium schools in the LA.

Hold annual Welsh and Welsh Second Language Workshops in order to present information about new plans and developments, modelling good practice and sharing resources with teachers

Short Term 2 Year Plan- targeting Schools who are lower down on the linguistic continuum

1. Provide a Bilingualism Statement for all schools and encourage them to identify where they are on the language continuum;
2. Discuss with target schools how to use leadership to move forward;
3. Recommend the Class Teacher Language Training Plan which is linked to ...
4. The Sabbatical course
5. The training programme for support staff which will lead to...
6. Modelling classroom lessons.

By channeling the energy of the AGGaD on the above these schools can provide Cynllun Cloncan independently. The Delivery, Discussion and Recommendations will happen in groups in one centre.

It is intended to organize a Mobile Centre as a dedicated Bilingualism work-room in a central school at the heart of the target schools, and a series of Open Days and Development Evenings earmarked for an extensive period.

The work of the Centre will be developmental:

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- by working with the Welsh and Bilingual Departments of the Secondary School Families it is intended to facilitate the transition from Yr 6 to 7;
- through collaboration it is intended to accelerate the development and raise standards consistently.

This group of schools will receive a Developmental Plan on the use of casual language which will provide them with sequential and functional language patterns.

Start to collaborate with Welsh-Bilingual departments to establish-

- immersion groups;
- bridging groups
- Ongoing training of teachers and support staff

Language stations: again based on aspects of Welsh history and develops extended writing skills of pupils in Y5. A Week's course; Y5 pupils from several schools –

- I together; 3 stations in a family of schools; 2 AGGaD will co-present
- **Primary-Secondary Transition Plan** piloted in schools in Dinefwr.

Updated Data

Appendix 3: Numbers and percentages of pupils attending Welsh medium funded non-maintained settings that provide the foundation phase transferring to Welsh medium and bilingual schools - **INCLUDED SEPARATELY**

Appendix 4: Number and percentage of pupils in Welsh-medium and bilingual primary schools transferring to Welsh-medium secondary schools

Total number of pupils in Welsh-medium and bilingual primary schools	Total number of pupils transferring to Welsh secondary schools	Percentage of pupils transferring to Welsh-medium or bilingual secondary schools
Yr. 6 Cohort 2010 = 863	789	91.4%
Yr. 6 Cohort 2012 = 1035	952	92%
Yr. 6 Cohort 2013 = 1073	1005	93.7%
Yr. 6 Cohort 2014 = 1057	967	91.8%
Yr. 6 Cohort 2015 = 1127	960	85.25%

* A piece of analytical work being carried out on the reduction in the number of children transferring from Welsh primary education to Welsh Secondary education.

Appendix 4: Attainment and performance in Welsh Second Language

Key Stage 2 <i>Teacher assessment in Welsh Second Language at the end of Key Stage 2.</i>	Number of Pupils	Percentage of Pupils	Percentage achieving Level 4
2011	1,877	49%	58.9%
2012	1,779	42%	51.4%
2013	1,862	49.2%	61.1%
2014	895 out of 1868	47.9%	67.4%
2015	818 out of 1767	46.3%	65.4%

Key Stage 3 <i>Yr 9 pupils that have a Teacher assessment in Welsh 2nd Language at the end of Key Stage 3</i>	Number of Pupils	Percentage of Pupils	Percentage achieving Level 5
2012	1289 out of 2021	63.7%	67%
2013	1257 out of 1983	63.3%	71%

2014	1198 out of 1959	61.2%	76.6%
2015	1081 out of 1926	56.1%	80.9%

Appendix 5: Acronyms

ALN	Additional Learning Needs
ASL	Associate Challenge Adviser
AGGaD	Teachers who support the teaching of Welsh/development of bilingualism
CPD	Continuous Professional Development
ERW	Education through Regional Working
FPh	Foundation Phase
WEG	Welsh in Education Grant
IT	Information Technology
KS2	Key Stage 2
KS3	Key Stage 3
KS4	Key Stage 4
LA	Local Authority
PLC	Professional learning Community
SEF	School Effectiveness Framework
SEG	School Effectiveness Grant
SL	Challenge Adviser
TWF	Offers free advice to parents on raising children in 2 languages from day 1
WG	Welsh Government

Appendix 6: Secondary Schools Categories – Addition – for information and clarification

Category	Curriculum	Language of School	Outcomes
<p>Welsh medium 1</p> <p>CC</p>	<p>All subjects apart from English are taught through the medium of Welsh to all pupils. Some schools may introduce English terminology in one or two subjects</p>	<p>Welsh is the day to day language of the school. Welsh is used as the language of communication with the pupils and for the school's administration. The school communicates with parents in both languages.</p>	<p>The assessment at KS3 and KS4 will be through the medium of Welsh in all subjects apart from English or other languages. The pupils will be able to progress to Welsh medium Post 16 provision.</p>
<p>Bilingual</p> <p>2A</p> <p>2B</p> <p>2C</p>	<p>This category has 4 sub-divisions according to the subjects taught through the medium of Welsh and whether there is parallel provision in English.</p> <p>At least 80% of subjects apart from English and Welsh are taught through the medium of Welsh only to all pupils. One or two subjects are taught to some pupils in English or in both languages.</p> <p>At least 80% of subjects (excluding Welsh and English) are taught through the medium of Welsh but are also taught through the medium of English.</p> <p>50 - 79% of subjects (excluding Welsh and English) are taught through the medium of Welsh but are also taught through the medium of English</p>	<p>The day to day language or languages of the school will be determined by its linguistic context. Both languages are used to communicate with pupils and for the school's administration. A high priority is given to creating a Welsh ethos. The school communicates with parents in both languages</p>	<p>For pupils in 2A, 2B and 2C following the maximum number of courses through the medium of Welsh, the assessment at KS3 and KS4 would be through the medium of Welsh in those subjects and they would be able to progress to post 16 provision through the medium of Welsh in chosen subjects.</p>

Category	Curriculum	Language of School	Outcomes
2CH	All subjects, except Welsh and English taught to all pupils using both languages.		
English medium with significant use of Welsh SC	Both languages are used in teaching with 20 - 49% of subjects taught through the medium of Welsh. All subjects would normally also be taught through the medium of English.	The day to day language or languages of the school will be determined by its linguistic context. Both languages are used for communication with the pupils and for the school's administration. A high priority is given to creating a Welsh ethos. The school communicates with parents either in both languages or in English.	Pupils choosing Welsh medium options could be assessed through the medium of Welsh in those subjects at all levels and would be able to progress to study at post 16 through the medium of Welsh for those subjects.
Predominantly English Medium secondary school CS	Pupils are mainly taught through the medium of English. Welsh is taught as a second language up to KS4. One or two subjects (which could include Welsh first language) may be taught as an option through the medium of Welsh or using both languages.	English is the day to day language of the school, but some Welsh is also used as a language of communication with the pupils, with the aim of improving their capacity to use every day Welsh. The school communicates with parents either in English or in both languages.	Any pupils choosing Welsh medium options could be assessed through the medium of Welsh in those subjects at all levels would be able to progress to study at post 16 through the medium of Welsh for those subjects. Most pupils would be assessed in English in most subjects and would progress to English medium post 16 studies.



CONSULTATION REPORT

Carmarthenshire's Welsh in Education Strategic Plan

Appendix A

List of Respondents to the Consultation Document

Carmarthenshire's Welsh in Education Strategic Plan

Observation Received List

Number	Position/Category of Respondent
1.	Parent
2.	Parent
3.	County Councillor
4.	Parent
5.	Parent
6.	Parent
7.	County Councillor
8.	Welsh Language Organisation
9.	Unknown
10.	Parent
11.	Parent
12.	Parent
13a	Parents/ Members of Governing Body
13b	Parent/ Member of Governing Body
13c	Parent/ Members of Governing Body
13d	Parent/ Members of Governing Body

Appendix B

Observations/Themes and LA response

Observation/Theme	Local Authority Response
In opposition	
<p>1 Issue of parental choice/not compliant with legislation/ UNRC- the lack of choice is unacceptable</p>	<p>The Local Authority has a responsibility to provide all pupils with the best education possible and the Local Authority believes that providing a bilingual education is best for all pupils. The aim of Carmarthenshire’s Welsh in Education Strategic Plan 2014-2017 is to ensure “that every pupil who receives education in Welsh/bilingual medium schools can speak, read and write Welsh fluently by the end of KS2.” The best way to create confident, bilingual individuals is through immersing pupils in the Welsh language.</p> <p>We do not agree with the response in respect to choice. We believe that we are compliant with the law and that the respondent has applied too broad an interpretation of “parental choice”, as the law does not give parents, the absolute right to have their children educated through whatever linguistic medium they choose. The Local Authority is of the view that the availability of education in one of the national languages is sufficient to fulfil the duty under Article 2 of the UNRC.</p>
<p>2 Issue of standards and learning through Welsh</p>	<p>There is no evidence that standards of education through the medium of Welsh are not equivalent to the standards of education through the medium of English. It is challenging to compare schools as they have different cohort sizes, learners from different backgrounds and different levels of challenge. In respect to the Level 2 Inclusive indicator it could be argued that Welsh Medium secondary schools achieve better results than the other schools.</p> <p><u>2015/16 Level 2i</u> Welsh Medium- 72.8%, Bilingual- 60.3%, English Medium- 57.4%</p>
<p>3 How can parents support with homework, get involved in their education</p>	<p>This is a fair point however there are examples of Welsh medium schools who work hard to successfully ensure that all parents understand their child’s work and are able to support their learning. e.g.</p> <ul style="list-style-type: none"> • Open door policy where teachers translate the work for parents and provide an explanation of what is required at that time e.g. either before or after school • Homework is provided bilingually when needed. • Welsh lessons are provided to parents • A homework club is held after school to provide support for pupils who require help with their homework. • After school activities are held bilingually. • Older pupils have skills which enables them to explain the homework to their parents.

		<ul style="list-style-type: none"> • Using online translation tools. • Asking a Welsh speaking friend/family member/neighbour for help. <p>ACTION- LA to work with schools to produce a ‘Good Practice/guidance document for engaging all parents’.</p>
4	Happy for children to be taught through Welsh in the primary level but not in secondary.	The LA is of the view that in order to develop to be fully and competently bilingual a learner needs to continue with a Welsh/bilingual education into Key Stage 3 studying at least 5 subjects through the medium of Welsh until the end of Year 9.
5	Lack of consultation initially and if interested parties have now been consulted.	<p>The LA was of the view that there was no requirement to consult on the revised Welsh in Education Strategic Plan. Officers considered <i>‘The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013’</i> which cited that <i>‘During the conduct of such a review the local authority must consult such persons as they consider appropriate’</i>. As there had been regular discussions in regard to the WESP with schools, the Council’s Welsh Language Advisory Panel and the Welsh in Education Forum we believed that was appropriate.</p> <p>However, Part 4 of the <i>School Standards and Organisation (Wales) Act 2013</i> states that- <i>In preparing a Welsh in education strategic plan or revised plan, a local authority must consult.</i></p> <p>Once officers were aware of this requirement a consultation was undertaken and an extended timescale, as advised by Welsh Government, was agreed.</p>
6	Issue of ALN and acquisition of two languages	<p>All pupils with additional learning needs have specific individual plans based on their needs and the agreed support is provided. In the majority of cases an additional learning need is not a barrier to learning two or more languages as there is much flexibility built into the delivery of the curriculum to enable pupils to succeed. It is our experience that the vast majority of pupils with a wide range of additional learning needs and abilities are successful in all of our schools irrespective of the language of instruction.</p> <p>We recognise the many benefits of bilingualism and are of the view that learning more than one language supports the development of cognitive skills e.g. cognitive control, phonological awareness, memory, comparison and non-verbal problem solving. Learning two languages also supports the gaining of understanding of differences in language structures, develops confidence in learning new languages and supports the gaining of learning skills early that are transferable across subject areas which support good</p>

		learning. We are of the view that in the majority of cases an additional learning need is not a barrier to learning two languages but recognise that the expectations for level of proficiency in each language need to be approached realistically. In exceptional cases only will there be a recommendation for monolingual provision.
7	<p>Many ALN assessment tools are only available in English and how will LA ensure that children with 'protected characteristics' are not discriminated against.</p> <p>Ability of learners with ALN being able to receive services in the language which they are most comfortable.</p>	<p>We are fortunate in Carmarthenshire in having a bilingual team of Additional Learning Needs Coordinators, Advisory Teachers and Education and Child Psychologists who can provide a bilingual service to learners and schools. We are confident that we can meet the needs of our learners and provide advice, guidance and assessments through the medium of Welsh and English.</p> <p>As part of the Welsh Government's ALN Reform agenda the case to further develop Welsh medium resources and tools has been made.</p> <p>The LA has many experienced Inclusion officers who are able to offer expertise, advice and guidance in either Welsh or English. These officers contributed to the development of the WESP and the ALN section. Additional learning Needs Coordinators with the necessary skills are employed by schools to be able to support the learners.</p>
8	<p>How has demand for English Medium school places assessed</p>	<p>Comments are noted and the Local Authority is of the view that they have complied with this duty. There is no requirement for the Local Authority to assess the demand for English Medium school places however as part of the WESP guidance there is an expectation on some LAs to assess the demand for Welsh medium provision. As more than 50% of Carmarthenshire's 7 year olds are in Welsh-medium education there is no requirement for us to undertake such an assessment.</p> <p><i>'The powers in relation to Welsh-medium education assessments are set out in Regulation 3 and require any local authority to assess demand if there are fewer than 50% of seven year olds in Welsh-medium education and the local authority has not undertaken such a survey during the last three years provided that Welsh Ministers inform the local authority in writing that it must do so. Any such assessment must include the questions set out in Schedule 1 of the Regulations.</i></p> <p>(WESP Guidance 2014)</p>
9	<p>Will LA adhere to the 'Schools Organisational Code' in respect to this agenda- category, standards, progression,</p>	<p>The Local Authority is obliged to ensure that any changes to a school will be in line with the <i>School Organisation Code</i> procedures.</p> <p>http://gov.wales/docs/dcells/publications/130719-school-organisation-codes-en.pdf</p>

Page 278	travel time...	
	Impact on English Medium schools in respect to funding, intake etc.	The WESP requires all schools to move along the language continuum and develop Welsh medium provision. We have some English medium secondary schools who have responded to this challenge and are providing some subject through the medium of Welsh at Key Stage 3. This has attracted learners and protected their roll and funding.
	11 Ability to speak Welsh must not become the over-riding factor when recruiting staff.	Welsh as a 1 st or 2 nd language is a statutory element of the National Curriculum. All schools are required to provide a certain level of Welsh therefore Governing Bodies have a duty to employ staff who have the skills/ are able to deliver the Welsh requirements of the curriculum.
	12 Need to make it clear that there is an expectation that learners who follow Welsh medium primary education are expected to continue with Welsh 1st language programme of study at secondary school.	<p>The WESP clearly states the Local Authority's expectations in respect to Welsh/bilingual provision.</p> <p>All schools have defined themselves according to the Welsh Government's '<i>Defining schools according to Welsh medium provision</i>' and review this annually in their submission to Welsh Government via the PLASC (Pupil Level Annual School Census).</p> <p>Schools, in their prospectuses/Information for Parents will note the school's language category and policy in respect to linguistic character and progression.</p>
In support		
1 Benefits of learning at least two languages and learners leaving school with fluency and confidence in Welsh	The respondents support is noted and we welcome the observations. There are many advantages to being bilingual as confirmed by national and international research. Bilingualism has positive effects on children's linguistic and educational development as well as having social advantages. Some new studies also suggest that bilingualism may offer some protection against the decline of cognitive abilities in old age, both in normal and pathological ageing.	
2 Encouraged by increased update of Welsh 1st language at GCSE.	The respondents support is noted and we welcome the observations.	
3 The MEP programme should be expedited to address the barriers to	Carmarthenshire County Council's Modernising Education Provision programme is addressing this issue and increasing the number of Welsh medium education places across the county e.g. establishing a dual stream school in Llanelli to replace two English medium schools (Copperworks and Lakefield),	

	accessing Welsh medium education	<p>establishing a Category 1 school at Ysgol Bro Myrddin, supporting dual stream schools to become Welsh medium schools.</p> <p>The prioritisation of capital investment in the modernisation of school premises is founded upon consideration of a combination of criteria which includes-</p> <p>Welsh Language Development: <i>investment will be prioritised towards projects that promote the expansion of Welsh medium education or the development of bilingual education, in support of the objectives set out in the County Council's Welsh in Education Strategic Plan.</i></p>
4	Happy to see increase in many indicators but concerned about reduction in transfer from primary to secondary sector.	The respondent's comments are noted. The LA is also disappointed in the 2015 transfer rate from Welsh medium primary education to Welsh medium secondary education. We are confident that initiatives such as our marketing campaign and the launching of the Language Charters will support this aim and increase the number of learners who choose Welsh medium secondary education. However, we must recognise that there is parental choice at this transition stage and a range of options for learners.
5	Would like to see a plan for every primary and secondary school to move along the Welsh language continuum.	<p>The LA agrees with this suggestion.</p> <p>ACTION- LA to draft a primary and secondary plan for discussion with school Governing Bodies.</p>
6	Support but the goals are not ambitious enough and there is a need to look at the broader context of supporting rural Welsh communities.	The respondent's support/comments are noted.
General comments		
1	Need to ensure Welsh medium early years provision in all areas and that school early years staff are bilingual.	The respondent's comments are noted. A review of early years provision has been undertaken and we are committed to work with schools and the non-maintained sector to ensure that all Carmarthenshire children can access quality Welsh-medium early years provision.

2	Schools need to better support/ acknowledge parents who are not Welsh/learning Welsh.	The respondent's comments are noted. There are examples of Welsh medium schools who successfully support who are not Welsh speakers. ACTION- LA to work with schools to produce a 'Good Practice/guidance document for engaging all parents'.
3	Language is ambiguous and sometimes aggressive	The respondent's comments are noted.
4	The document needs to be more celebratory in nature and note the progress being made in particular schools	The respondent's comments are noted. ACTION- develop and share case studies of effective practice and celebrate the progress being achieved by schools.
5	Need to develop further Welsh medium educational support materials, resources and initiatives	There has been substantial investment over the past few years in developing Welsh medium educational support materials and resources. Annually CBAC/WJEC invite practitioners to suggest ideas for new resources that are required to support curriculum delivery. http://resources.wjec.co.uk/Pages/SearchResources.aspx In addition the team of Welsh and Bilingual Support Teachers create many resources in response to requests from Carmarthenshire's schools.

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EXECUTIVE BOARD

4th JULY 2016

MODERNISING EDUCATION PROGRAMME (MEP)

PROPOSAL TO CHANGE THE AGE RANGE OF BETWS PRIMARY SCHOOL FROM 4-11 TO 3-11

Recommendations / Key decisions required:

It is recommended that the Executive Board approves:

- To proceed with the proposal to change the age range of Betws Primary School from 4-11 to 3-11 and to recommend to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

Reasons:

To comply with statutory procedures and guidance in relation to school re-organisation.

Relevant Scrutiny Committee Consulted – Unfortunately, due to the constricted statutory process it has not been possible to consult with the ECS Scrutiny Committee at this stage. However, at all previous stages to date the ECS Scrutiny Committee has unanimously resolved to proceed with the proposals to change the age range of Betws Primary School from 4-11 to 3-11. In addition, no objections were received to the Statutory Notice.

Executive Board Decision Required YES – 4th July 2016

Council Decision Required – YES (13th July)

Executive Board Member Portfolio Holder: Cllr. Gareth Jones (Education & Children)

<p>Directorate: Education & Children</p> <p>Name of Head of Service: Gareth Morgans</p> <p>Report Author: Simon Davies</p>	<p>Designations:</p> <p>Chief Education Officer</p> <p>School Modernisation Manager</p>	<p>Tel Nos. / E-Mail Addresses:</p> <p>01267 246450 EDGMorgans@carmarthenshire.gov.uk</p> <p>01267 246471 SiDavies@carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY

EXECUTIVE BOARD 4th JULY 2016

MODERNISING EDUCATION PROGRAMME PROPOSAL TO CHANGE THE AGE RANGE OF BETWS PRIMARY SCHOOL FROM 4-11 TO 3-11

The Flying Start programme in Carmarthenshire is a Welsh Government prevention initiative, providing families with children aged 0-3 years with a range of targeted intensive prevention services, who live in geographic areas of deprivation within Carmarthenshire

The provision of good quality childcare for children from 2-3 years of age is the centre-piece of service delivered under the Flying Start initiative. The quality childcare provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and in the long term.

As a result of the original eight and more recently an additional nine geographic areas being identified to receive targeted services, Flying Start currently commission childcare based in a number of Carmarthenshire Primary Schools.

The age range of Betws CP School is currently age range 4-11. This has presented the Authority with a challenge whereby children can benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme located on school sites is to facilitate entry into school at the age of three. Therefore, to ensure continuity of progression for these disadvantaged children into primary school, the Authority has arranged for nursery provision to commence at these schools. The children can now benefit from interventions through the Flying Start programme until they are admitted to school. The Headteachers and Governing Bodies of these schools have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a statutory proposal to be published to formalise arrangements.

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Betws School from 4-11 to 3-11 as soon as possible, through formal statutory procedures.

In accordance with County Council's instructions, a formal consultation exercise was undertaken from 7th December 2015 to 29th January 2016. The results of the consultation exercise are contained in the attached report.

The consultation report which summarised all of the observations received and the Local Authority's responses to these observations was presented to the ECS Scrutiny Committee, Executive Board and ultimately to the County Council for decision of whether or not to publish a statutory notice to implement the proposal.

In April 2016 approval was given by the County Council for the publication of the Statutory Notice. The Statutory Notice (attached) was published on May 6th 2016. The notice provided objectors with 28 days in which to forward their objections in writing to the Council. The Statutory Notice period ended on 2nd June 2016. No objections were received to the Statutory Notice.

As this proposal commenced under the Authority's previous arrangements for determining school organisation proposals, the Executive Board are provided the opportunity to offer comment and a recommendation to County Council whether or not to implement the proposal as detailed in the Statutory Notice.

Should the County Council decide to implement the proposal the age range of Betws Primary School will change from 4-11 to 3-11 from 1 January 2017.

Recommendation

That the Executive Board recommends to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

DETAILED REPORT ATTACHED?	YES: Consultation Document Supplementary Information Consultation Report Statutory Notice
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **G. Morgans**

Chief Education Officer

S. Davies

School Modernisation Manager

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	YES	YES	NONE

1. Policy, Crime & Disorder and Equalities

Developments are consistent with the Authority's Welsh in Education Strategic Plan 2014-17, Corporate Strategy, Children and Young People's Plan and the Modernising Education Strategic Outline Programme.

2. Legal

Appropriate consultation will need to be initiated in accordance with the relevant statutory procedures.

3. Finance

Revenue implications will be catered for within the Local Management of Schools Fair Funding Scheme.

4. ICT

NONE

5. Risk Management Issues

Continuing with current age range of schools would not reflect the present position. The statutory consultation process needs to be completed to formalise arrangements.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: G. Morgans
S. Davies

Chief Education Officer
School Modernisation Manager

1. Scrutiny Committee

The Education and Children's Services Scrutiny Committee were notified of the Statutory Notice period.

2. Local Member(s)

Local members, Cllr. Ryan Bartlett was notified of the Statutory Notice period.

3. Community / Town Council

The Community Council and Town Council were notified of the Statutory Notice period.

4. Relevant Partners

Not applicable.

5. Staff Side Representatives and other Organisations

Teaching and non-teaching staff unions were notified of the Statutory Notice period.

No objections were received during the Statutory Notice period.

Staff (Teaching and Ancillary) Ysgol Betws	Governors and Parents, Ysgol Betws
Carmarthenshire Children's Partnership Child Care/Early Years** Communities First Partnership	Community Councillors Ammanford Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

Section 100D Local Government Act, 1972 – Access to Information**List of Background Papers used in the preparation of this report:**

These are detailed below.

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Planning School Places - Primary Schools – The Way Forward		www.carmarthenshire.gov.uk – the County Council Agenda 9 Pre 28/06/2004) – 11/04/2001
Modernising Education Provision Strategy and Draft Implementation Plan		www.carmarthenshire.gov.uk – Education and Learning – Useful Links
Modernising Education Provision Timeline/ Rollout:		www.carmarthenshire.gov.uk – Executive Board Agenda – 31/05/2005
Modernising Education Provision Update / Revised Draft Timetable		www.carmarthenshire.gov.uk – Executive Board Agenda – 24/07/2006
Modernising Educational Provision Future Use/Disposal of Redundant Land and Buildings arising from the MEP programme		www.carmarthenshire.gov.uk Executive Board – 31/05/05
School Organisation Code		http://gov.wales/topics/educationandskills/publications/guidance/school-organisation-code/?lang=en
MEP Annual Report 2013/14 and Programme 2014/15		http://www.carmarthenshire.gov.uk/ County Council Agenda 14 th January 2015
Strategic Outline Programme 21 st Century Schools		Strategic Outline Programme 21st Century Schools
Carmarthenshire's Welsh in Education Strategic Plan 2014- 2017		http://www.carmarthenshire.gov.uk/english/welsh/pages/trafodiaith.aspx
Consultation Document		http://www.carmarthenshire.gov.wales/home/residents/education-schools/modernising-education-programme/primary-schools/betws/

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DEPARTMENT FOR EDUCATION & CHILDREN

Our Vision.....Carmarthenshire is a community where children are safe and nurtured and learners of all ages are supported to achieve their full educational potential

Consultation on the proposal to change the age range of Ysgol Betws from 4–11 to 3–11.

CONSULTATION DOCUMENT

Robert Sully
Director of Education & Children's Services

7th December 2015



**Safeguarding Children and
Improving Education Standards for All**

School Modernisation Section

Simon Davies, School Modernisation Manager (tel. 01267 246471)

Status of Document : final

If you require this information in large print, Braille or on audiotape please contact the Department for Education & Children 01267 246474.

Foreword

As part of its statutory obligation to keep the number and type of school places under review, the County Council has adopted a wide-ranging programme designed to improve school buildings and enhance opportunities for learning. The strategy reflects the vision and policies established by the County Council which embraces the requirement to deliver services, to clear standards – covering both cost and quality – by the most economic and effective means. In our drive to continually improve on the services made available to all learners, we must maximise the finite resources available to the Council, and continue to work in partnership with all those who have a contribution to make to the process of learning and the well being of both children and their families. Schools of the future will need to serve as a focus for a wide range of services dedicated to serving the needs of the community through a joined up approach.

Carmarthenshire is blessed with many very able teachers but the continuing changes to the curriculum places a heavy demand on their skills to meet the wide ranging demands of all children. Although the processes of learning, and skills of teaching, are extremely important, deep subject knowledge on the part of the teacher is essential if learners with their various gifts in different areas are to discover and develop their talents to the full.

Schools designed to meet current demands are expected to provide a broad and balanced curriculum through high quality and inspirational teaching. In the planning of new provision it will be important to ensure that our schools are properly equipped to enhance opportunities for social inclusion, sustainable development, equal opportunities and bilingualism. In practical terms we need to ensure that provision reflects the changing patterns of population, with schools based in the right location with accommodation and facilities fit to serve the needs of all learners in the twenty first century.

Consultation will follow the guidelines established by the Welsh Government and will involve identified interested parties. The information set out in this document is intended to clarify the proposals for your school and support the consultation process.



Robert A Sully
Director of Education & Children's Services

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1. Introduction

Carmarthenshire County Council has a legal responsibility to review the number and type of schools it has in the area and whether or not it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

As part of this process the Council has published its vision on how it sees the future for all of the primary schools in the County and this includes consulting on the future shape of education in Ysgol Betws. The proposals for change included in this document are in line with that long-term objective.

This document seeks to stimulate the process of consultation by explaining the Authority's preferred option for the future provision of primary education for the pupils of Ysgol Betws. The document offers an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered.

Consultation on this proposal will follow the guidelines established by the Welsh Government and will involve identified interested parties.

The main purpose of this document is to provide information and to gather the views of identified interested parties. You may wish to make use of the attached response Pro-forma included in **Appendix E** on page 29 of this document or by E-mail to: DECMEP@carmarthenshire.gov.uk for any response.

1.1 The Consultation Process

The consultation process will be outlined in detail in section 6 of this consultation document. The consultation on this proposal will follow guidelines as established by the Welsh Government.

1.2 Who else will be consulted?

This document has been sent to the following interested parties:

Staff (Teaching and Ancillary) Ysgol Betws	Governors and Parents, Ysgol Betws
Carmarthenshire Children's Partnership Child Care/Early Years** Communities First Partnership	Community Councillors Ammanford Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire

Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Ysgol Y Bedol, Ysgol Parcyrhun, Tygroes, Ysgol Bro Banw, Ysgol Gymraeg Rhydaman, Secondary Schools Ysgol Dyffryn Aman, Ysgol Maes Y Gwendraeth)

** Mudiad Ysgolion Meithrin and any private nursery provisions will be informed through the Child Care / Early Years provision section of the Education and Children's Services Department.

1.3 The Consultation Period

There will be a period from 7th December 2015 to 29th January 2016 when you can express your views.

You can express your views by writing a letter or alternatively completing the attached response form in **Appendix E** which should be received by the Department for Education and Children's Services, Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA31 3HB, or by E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

2. Background

Carmarthenshire County Council is committed to providing each child with the best possible start in life and meeting the aspirations of Welsh Government as set out in their strategic documents e.g. *Building a Brighter Future: The Early Years and Childcare Plan*, *Qualified for life: An education improvement plan*.

The provision of high quality early years education is key to realising this ambition.

In Ysgol Betws the Welsh Government's Flying Start Programme is delivering quality childcare for children aged 2-3 years of age.

Currently the age range of this school is 4-11. This leads to a gap in the provision of education within the school between the age of 3 and 4. It is the County Council's view that seamless transition of pupils through the Flying Start programme into school at 3 years of age is the preferred means of providing early years education.

The Flying Start programme, **Appendix C**, is a Welsh Government initiative, providing families with children aged 0-3 years who live in specific geographic areas of Carmarthenshire with a range of support services.

The provision of good quality childcare for children from 2-3 years of age is integral to the service. Flying Start provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and lifelong learning.

Flying Start currently commissions childcare which is based in a number of Carmarthenshire's Primary Schools. This includes Ysgol Betws.

The age range of Ysgol Betws, is currently 4-11. This has presented the County Council with a challenge whereby children can benefit from interventions through the Betws Flying Start programme until they are three years of age but there is a challenge in respect of appropriate education provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme being located on a school site is to facilitate effective transition and entry into school. Therefore, to ensure continuity of progression for these learners into primary school, the County Council proposes to provide early years education provision at this school. The children would then benefit from interventions through the Flying Start programme until they access education in a maintained early years class in the school. The Headteacher and Governing Body of the school have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a proposal to be published to formalise arrangements. The County Council is therefore required to complete a statutory consultation process which, if approved, will commence in the Autumn Term 2015.

Current position within Carmarthenshire

Designated early years provision is offered in **33 schools** across the County Council.

Ysgol	Age Range
Bigyn	3-11 years
Bro Brynach	3-11 years
Bryn	3-11 years
Bryn Teg	3-11 years
Brynaman	3-11 years
Brynsierfel	3-11 years
Burry Port	3-11 years
Bynea	3-11 years
Copperworks	3-7 years
Cross Hands	3-11 years
Dafen	3-11 years
Dewi Sant	3-11 years
Furnace	3-11 years
Griffith Jones	3-11 years
Gwenllian	3-11 years
Halfway	3-11 years
Johnstown	3-11 years
Llangain	3-11 years
Llangynnwr	3-11 years
Maes y Morfa	3-11 years
Model	3-11 years
Myrddin	3-11 years
Nantgaredig	3-11 years

Pen-y-Gaer	3-11 years
Richmond Park	3-11 years
St Mary's , Llanelli	3-11 years
St Mary's Carmarthen	3-11 years
Stebonheath	3-11 years
Teilo Sant	3-11 years
Trimsaran	3-11 years
Ysgol y Bedol	3-11 years
Y Castell	3-11 years
Y Dderwen	3-11 years

Ysgol Feithrin Rhydaman provides for Bro Banw and Ysgol Gymraeg Rhydaman.

- There are **67 schools** in Carmarthenshire that do not have designated early years provision.
- Early Years Foundation Phase Learning Provision in Carmarthenshire is being offered in **47 non-maintained settings**.

This document sets out the proposal to formally change the age range of Ysgol Betws from 4-11 to 3-11 as soon as possible, to enable the incorporation of nursery provision.

The County Council has a legal duty to look at the number and type of schools it has in Carmarthenshire and is required to make sure that they are located in the right place, have the right facilities for the future and have the right resources to deliver education and learning for pupils. We think that both our pupils and staff deserve nothing less.

Changes in the curriculum and the way in which children will be taught in the future also means that we also have to look at whether or not, it is possible to review the age range of its schools to meet the future needs of the pupils.

3. What are we trying to achieve ?

We are trying to ensure seamless transition through the Flying Start Programme at 2-3 years into school provision on a part time basis at 3 years of age. At the present time, Ysgol Betws does not have designated nursery provision.

Nursery provision for the community is currently provided by Cylch Meithrin and private nursery providers. Although the provision is of high quality, the introduction of the foundation phase of education has led to the need to provide a more integrated approach for the education of young children.

The provision for children at a 3-11 Primary school will allow young children in the area to smoothly progress from Flying Start provision into nursery provision and on to the foundation phase. The County Council's present challenge to bridge the "gap" whereby children currently benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school would be addressed.

The benefits of this transition would ensure continuity of progression whilst providing a seamless progression from nursery, through into primary and from primary through into secondary education. It is known that children benefit educationally from the elimination of stages of transfer.

Ysgol Betws school falls in a Flying Start area which offers free care provision for children between the ages of two and three prior to them accessing the part time learning provision that the County Council is required to provide for all children from the beginning of the term following their third birthday.

Conclusion

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Ysgol Betws from 4-11 to 3-11 as soon as possible through the instigation of formal statutory procedures.

Proposal

“To change the age range at Ysgol Betws from 4-11 to 3-11 as soon as possible”

4. General School Information – (neighbouring schools)

4.1 School / Nursery Providers which may be affected by this proposal

The catchment area of Ysgol Betws is surrounded by the following Community Primary schools:

Ysgol Y Bedol, Carmarthenshire
 Ysgol Parcyrhun, Carmarthenshire
 Tycroes C. P School, Carmarthenshire
 Ysgol Bro Banw, Carmarthenshire
 Ysgol Gymraeg Rhydaman, Carmarthenshire

Name of School	Type of School	Language Category	Admission Number	Capacity (as at Sept 2015-16)	Jan 2015 PLASC Number Total (FTE)	Age Range
Betws	Community Primary	TR	14	118	83	4 - 11
Y Bedol	Community Primary	WM	53	396 (inc Nursery)	357 (inc Nursery)	3 - 11
Parcyrhun	Community Primary	DR	27	221	186	4 - 11
Tycroes	Community Primary	EM	26	206	204	4 - 11
Bro Banw	Community Primary	DS	70	460	404	4 - 11
Gymraeg Rhydaman	Community Primary	WM	30	232	262	4 - 11

4.2 Pupil Numbers in Full Time Education (FTE) (inc Nursery) (Neighbouring schools)

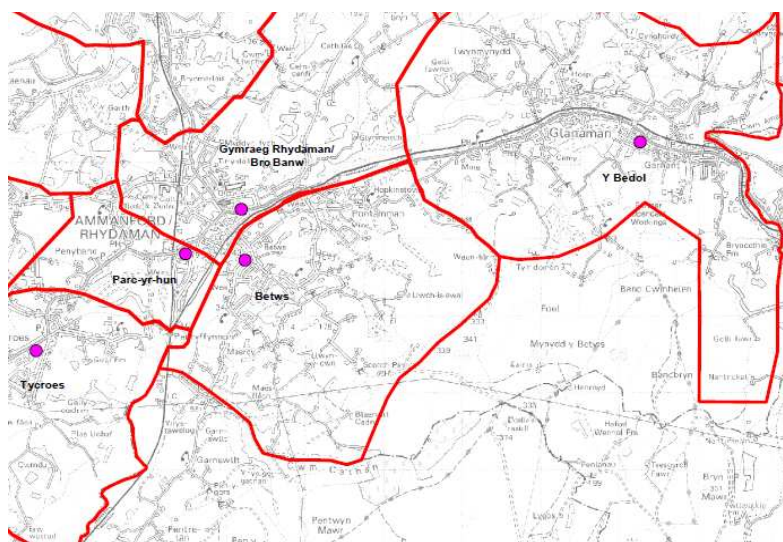
The table and graph below shows pupil numbers in full time education (PLASC 2015) for Ysgol Betws, Ysgol Y Bedol, Ysgol Parcyrhun, Tycroes C.P. School, Ysgol Bro Banw, Ysgol Gymraeg Rhydaman for January 2015 and the projected numbers for the next five years.

School	Total Pupils FTE 2015 (Inc Nursery)	Total Pupils FTE 2016 (Inc Nursery)	Total Pupils FTE 2017 (Inc Nursery)	Total Pupils FTE 2018 (Inc Nursery)	Total Pupils FTE 2019 (Inc Nursery)	Total Pupils FTE 2020 (Inc Nursery)
Betws	83	90	95	93	92	93
Y Bedol	357	353	357	355	352	352
Parcyrhun	186	186	181	184	178	177
Tycroes	204	197	192	195	193	196
Bro Banw	404	384	384	381	374	377
Gymraeg Rhydaman	262	266	271	268	268	263

4.3 Nursery providers - (within a 1 mile radius of Ysgol Betws)

Primary Type	Provider Name	Flying Start	Private / Local Authority/ Voluntary	Registered Capacity	Registered with CSSIW (April 15)
Cylch Meithrin	Cylch Y Felin	Yes	Local Authority	14	14
Cylch Meithrin	Cylch Meithrin Betws	Yes	Voluntary	24	24 (6 are FS)

The following diagram outlines the surrounding catchment areas of schools



5. Ysgol Betws.

5.1 Pupil Projections

The following table shows the actual pupil total and pupil projections for Ysgol Betws for the next five years.

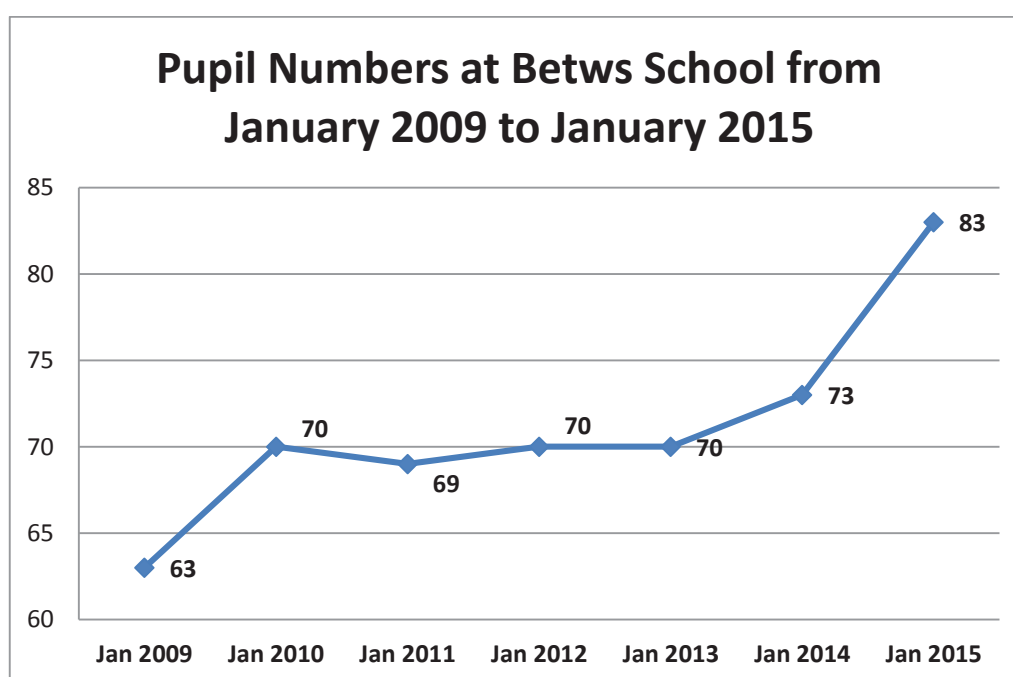
	Actual	Projected Pupil Total (FTE)				
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Betws	83	90	95	93	92	93

5.2 Pupil Numbers

5.2.1 Current Trends

The following table and graph shows pupil numbers for January 2015 and the previous six years. It can be seen from this information that there has been an increase trend in pupil numbers.

Betws	2yrs (FT)	3yrs (PT)	3yrs (FT)	4yrs (PT)	4yrs (FT)	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	11yrs	Total (PUP)	Total (FTE)
Jan-15	1	3	8	0	16	11	10	12	13	6	5	0	85	83
Jan-14	0	0	8	0	11	11	13	14	7	4	5	0	73	73
Jan-13	0	0	6	0	11	16	12	8	4	4	9	0	70	70
Jan-12			9	0	15	14	6	5	3	10	8	0	70	70
Jan-11	0	0	7	0	13	6	7	4	11	7	14	0	69	69
Jan-10	0	0	9	0	9	7	7	11	7	12	8	0	70	70
Jan-09	0	0	5	0	5	7	10	11	11	5	9	0	63	63



5.3 Pupil Capacity Information

The methodology for the calculation of school capacities was changed in 2006 following the implementation of new Welsh Assembly guidelines “Measuring the Capacity of Schools in Wales” (MCSW) which was implemented by the County Council in 2008. Prior to 2008, the More Open Enrolment methodology was used. Spare places numbers for Ysgol Betws are shown in the following table.

	Actual Pupil Total (FTE*) Jan 2015	Ysgol Betws (Projections – Pupil Total (FTE*))					
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020	
Total projected numbers	83	90	95	93	92	93	
Capacity	114	114	114	114	114	114	
Surplus	31	24	19	21	22	21	

Ysgol Betws has capacity for 16 FTE Nursery pupils and projected nursery pupils at the school. The table above provides an analysis of the implications of accommodating nursery pupils at the school.

5.4 Quality and Standard of education

The most recent Estyn inspection for Ysgol Gynradd Betws took place in July 2013.

Ysgol Gynradd Betws is situated in the village of Betws on the outskirts of south-west Ammanford in Carmarthenshire. Currently there are 83 pupils on roll from reception age to Year 6; most of them come from the local area and a small percentage come from Ammanford and the surrounding rural area.

The school has been designated a ‘transitional school’ by the County Council. This means that the main medium of teaching in the Foundation Phase is Welsh, while, in key stage 2, teaching is through the medium of Welsh and English.

The area is described as underprivileged and socially deprived. Forty-three per cent of pupils are registered as being entitled to free school meals. This is much higher than the average for the County Council and for Wales. English is the home language of over 97% of pupils. Nearly all pupils come from a White British ethnic background.

Forty-nine per cent of pupils have been identified as having additional learning needs, which is much higher than the national average. A very few pupils have a statement of special educational needs.

During each inspection, inspectors aim to answer three key questions:

Key Question 1: How good are the outcomes?

Key Question 2: How good is provision?

Key Question 3: How good are leadership and management?

Inspectors also provide an overall judgement on the school's current performance and on its prospects for improvement.

In these evaluations, inspectors use a four-point scale:

Judgement	What the judgement means
Excellent	Many strengths, including significant examples of sector-leading practice
Good	Many strengths and no important areas requiring significant improvement
Adequate	Strengths outweigh areas for improvement
Unsatisfactory	Important areas for improvement outweigh

Summary

The School's current performance	Adequate
The Schools prospects for improvement	Good

Main Findings

Key Question 1.	How good are outcomes ?	Adequate
Key Question 2.	How good is provision ?	Good
Key Question 3.	How good are leadership and management ?	Good

The most likely impact of the proposal to integrate a nursery in Ysgol Betws on the quality of the Estyn report would improve the learning environment and experience and would provide a more coherent foundation Phase for the young learners. This would be by the elimination of a stage of transition between nursery and reception, and the continuity of staffing and data transfer for individual pupils especially in teaching, care and support for pupils aged 3 – 11 years and provide the learning opportunities in a single through primary school that are available in other neighbouring schools in Carmarthenshire.

These factors would have a positive effect on the learning experience for the children.

5.5 School Standards

National School Categorisation System

The Minister for Education and Skills announced the introduction of the national School Categorisation System in September 2014. The system is not purely data-driven but also takes into account the quality of leadership and teaching and learning in our schools. The system will not take the place of Estyn reports, Estyn will continue to inspect schools and provide an external check on the national school categorisation system when inspecting.

The new system evaluates and assesses schools and places them in a support category using the following information:

- A range of performance measures provided by the Welsh Government.
- Robust self-evaluation by the school on its capacity to improve in relation to leadership and teaching and learning.
- Assessment of the school's self evaluation by challenge advisers in the regional consortia, agreed with the local authority.

The new categorisation system will give a clear and fair picture of a school's progress. There is a three step process in generating a category for a school, firstly after the performance data and self-evaluation have been analysed a draft support category is generated for each school. This category is discussed with the school by regional consortia and then agreed with the local authority.

The table below summarises the data for Ysgol Betws;

National School Categorisation System – Data 2014

School	Standards Group	Improvement Capacity	Support Category
Betws	2	B	Yellow

As can be seen from the table above Ysgol Betws has been categorised in the Yellow category reported as an effective school which is doing well and knows the areas it needs to improve.

5.6 Pupil Costs

Based on 2015/16 data the budget cost per pupil is £3,873 at Ysgol Betws which is higher than the county average of £3,739.

5.7 Financial Implications - Revenue

Ysgol Betws is funded in accordance with the County Council's Fair Funding policy and will receive resources on the same basis as any other school within the County Council, based on the new school's pupil numbers and facilities.

5.8 Admission Arrangements

The County Council is the Admissions Authority for Ysgol Betws. The current admission number (AN) is 16.

If you have any queries in relation to admission to the school the contact details for Carmarthenshire LA are as follows:

The School Governance and Admissions Unit,
Carmarthenshire Local Authority,
Department for Education and Children,
Block 2,
Main Building,
St. David's Park,
Carmarthen. SA31 3HB

Tel No: 01267 246449
Fax : 01267 246746
E-mail : rjonesevans@carmarthenshire.gov.uk

5.9 Building Facilities

The condition survey undertaken in 2001 reported that Ysgol Betws is located on the main road through the village on a flat site extending to the rear and bounded by the brook. The original school is an early Victorian traditional style building which has been substantially modernised and extended in recent years. The main school, constructed in dressed stone with a slate roof, was re-modelled and extended to the rear approximately 10 years ago. The rear portion was constructed in decorative rendered masonry walls of traditional construction under a slated roof. Upgrading of the front Victorian section was undertaken at the same time.

Access for wheelchair disabled and the partially sighted is now a feature of this modernised school, including the provision of a disabled toilet facility.

As part of the **National 21st Century School Programme of all schools in Wales** on behalf of the County Council Ysgol Betws scored the following ratings:

Overall Condition: B Reasonable

Suitability: B Reasonable

5.10 Transport

Transport arrangements will be made in accordance with the County Council's home to school transport policy. There will be no change on travelling times for pupils living within the catchment area.

5.11 School Catchment Area

Ysgol Betws will remain located on the current school site therefore the designated catchment area will be based on that of the existing Ysgol Betws.

5.12 Secondary School Transfers

There will be no changes to the current transfer arrangements for pupils in respect of Secondary education.

5.13 Special Needs

There will be no change to the current provision offered for pupils with special education needs at the School.

6. The Statutory Process

6.1 Consultation Period

The consultation period for this proposal starts on 7th December 2015 and ends on 29th January 2016. During this period you can ask questions and express your views by writing a letter or completing the attached response form in **Appendix E**. Letters and response forms should be sent to:

Department for Education and Children's Services,
Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA313HB, or by
E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

Consultees can submit their views in favour of or against a proposal. Responses received during the consultation period will not be treated as statutory objections. If consultees wish to object, they will need to do so in writing during the statutory objection period outlined below.

6.2 Considering Your Views

Within 13 weeks of 29th January 2016 a consultation report will be published on Carmarthenshire County Council's website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees and provide Carmarthenshire County Council's response to these issues. The report will also contain Estyn's view of the proposal.

The County Council of Carmarthenshire County Council will consider the consultation report and decide whether or not to proceed with the proposal.

If the County Council of Carmarthenshire County Council decides to continue with the proposal Carmarthenshire County Council must publish a statutory notice.

6.3 Statutory Notice

The statutory notice will be published on Carmarthenshire County Council's web site and posted in the named and neighbouring schools and within the locality. Copies of the notice will be made available to the school to distribute to pupils, parents, carers and guardians, and staff members (the school may also distribute the notice by email).

The notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days.

6.4 Determination of Proposal

The County Council of Carmarthenshire County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications. In doing so, the Executive Board will take into account any statutory objections that it received.

6.5 Decision notification

Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

6.6 The Statutory Process Time-Table

The statutory process and timetable will be as follows:-

December 2015	Issue of this consultation document to identified and other interested parties.
January 2016	Closing date for views on the proposal to be received by the Department for Education & Children.
March 2016	<p>Within 13 weeks of 29th January 2016 a Consultation Report will be taken to the County Council and published on Carmarthenshire County Council's website. Decision to proceed to publish statutory notice. OR alternatively proposal ends. If the decision is made to proceed then a statutory notice will be published. The notice will outline details of the proposal and be published on the Council's web site and be displayed near the entrance of the school and schools which are subject to the proposals. Copies of the notice will be made available to the school to distribute to parents, guardians and staff members.</p> <p>Following publication there will be a 28 day period during which time formal written objections will be invited.</p> <p>The statutory notice will give details on how you may record your objections to the proposal.</p>
April 2016	<p>End of formal 28 day notice period for objections. County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications, in doing so the County Council will take into account any statutory objections that it received.</p> <p>Deadline to notify parents of intention to implement proposal.</p>
September 2016	Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

7. Appendix A – Community Impact Assessment

Community Impact Assessment

Ysgol Betws - General Information

Ysgol Betws is situated in the village of Betws on the outskirts of south-west Ammanford in Carmarthenshire. Currently there are 83 pupils on roll from reception age to Year 6; most of them come from the local area and a small percentage come from Ammanford and the surrounding rural area.

The school has been designated a 'transitional school' by the County Council. This means that the main medium of teaching in the Foundation Phase is Welsh, while, in key stage 2, teaching is through the medium of Welsh and English.

The area is described as underprivileged and socially deprived. Forty-three per cent of pupils are registered as being entitled to free school meals. This is much higher than the average for the County Council and for Wales. English is the home language of over 97% of pupils. Nearly all pupils come from a White British ethnic background.

Forty-nine per cent of pupils have been identified as having additional learning needs, which is much higher than the national average. A very few pupils have a statement of special educational needs.

The school provides education for pupils between 4 – 11 but has provision to accommodate a nursery class for 3 – 11.

Catchment Area Analysis

Local / Catchment Area School

Carmarthenshire County Council recognises that there is an important relationship between a school and its community. The County Council has therefore identified a designated geographical area which the school serves and is referred to as the school's catchment area. Details of a school catchment area's are available at the school's and on the County Council's website or are available from the relevant Admissions Authority.

Whilst living in a school's catchment area does not guarantee admission to the school it is an important factor as it will give the application a higher priority than those from individuals who live outside the catchment area. Residency within the defined catchment area of a school is also important as it is one of the key criteria in assessing eligibility for assistance with home to school transport.

Prior to making an application for admission to a school the County Council strongly recommends that you contact, discuss and if possible visit your local school so that you are aware of the facilities and opportunities they are able to offer.

Most parents send their child to their local school but parents have a right to state a preference for other schools.

Children attending the school from inside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Ysgol Betws catchment area indicated that of the 83 pupils on roll (FTE), 85 (Total Head Count) 60 pupils lived within the catchment area.

Children attending the school from outside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Ysgol Betws catchment area indicated that of the 83 pupils on roll (FTE), 85 (Total Head Count) 25 pupils lived outside the catchment area.

Children within the catchment area attending other schools

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Ysgol Betws catchment area indicated that, of the 83 pupils on roll (FTE), 85 (Total Head Count) 217 pupils within the catchment area of the school attended other schools.

Ysgol Betws School Facilities / Activities

Ysgol Betws offers pupils a breakfast club during term time between 8am and 8:45am. The school also offers after school clubs to pupils wishing to participate in various activities between Monday and Friday between 3:00pm and 5:30pm.

After school clubs which delivers and various activities (depending on the time of year) extend pupils learning experiences enabling them to participate in a range of outdoor activities and develop self-confidence and independence.

Community use of Ysgol Betws school building

The community of Ysgol Betws do not currently use the school building facilities.

Church in Wales Provision

Should parents wish to send their children to a school offering the church in Wales character their nearest school would be Llanddarog Voluntary Controlled school, Carmarthen subject to parental preference.

8. Appendix B – Equality Impact Assessment

Carmarthenshire County Council Assessing Impact

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Carmarthenshire's approach to Equality Impact

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

Reporting on assessments

Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

**Carmarthenshire County Council
Assessing Impact**

Contact Name	Lowri Morgan	Title Miss		School Development Project Support Officer				
Service area	School Modernisation	Department		Education & Children				
Name of the activity / proposal								
To legally change the age range of Ysgol Betws from 4-11 to 3-11 as soon as possible.								
Description of proposal	Policy	Procedure	Decision		Function			
Please detail the proposal and its main objectives	It is the County Council's proposal to legally change the age range of Ysgol Betws from 4-11 to 3-11 as soon as possible to enable the incorporation of nursery provision.							
	Age	Disability	Gender reassignment	Sex	Sexual Orientation	Race – including ethnic, or national origin, colour or nationality	Religion or belief – including lack of belief	Welsh language
Is the activity/proposal relevant to the public specific duties relating to each equality strand? (Tick as appropriate)	N	N	N	N	N	N	N	N
Should the activity / proposal eliminate discrimination and eliminate harassment in relation to:	N	N	N	N	N	N	N	N
Should the activity / proposal promote equality of opportunity in relation to:	N	N	N	N	N	N	N	N

Potential impact

What do we know about the potential POSITIVE IMPACT of the activity / proposal on the following protected characteristics? (Also, please consider the potential impact on the Welsh language)
Briefly describe the nature of the impact.

Age	Yes
Disability	No impact anticipated
Gender reassignment	No impact anticipated
Sex	No impact anticipated
Sexual Orientation	No impact anticipated
Race	No impact anticipated
Religion or belief	No impact anticipated
Welsh language	No impact anticipated

Could the activity or proposal have an ADVERSE / NEGATIVE impact on the following groups?
(Please provide further information)

Age	No
Disability	No
Gender reassignment	No
Sex	No
Sexual Orientation	No
Race	No
Religion or belief	No
Welsh language	No

What improvements could be made to ensure that these impacts are addressed?

Consultation

Have you consulted with any of the protected groups or their representative bodies? If so please give details. What was the outcome?

Description of consultation	There has been informal and formal consultation on the proposals.
Outcome of consultation	

Information and Monitoring

What other information (e.g. reports, surveys, user monitoring or information from other sources) do you have to inform your decision?

None

<u>Mitigation</u>	
If adverse impact has been identified, what can be done to mitigate that impact?	
Please detail steps to be taken to mitigate any adverse impact	N/A
Describe any actions taken to maximise the opportunity to maximise equality, i.e. changes to the activity / proposal, regulation, guidance, communication, monitoring or review	N/A
Have there been any changes to the activity / proposal as a result of conducting this EqIA?	N/A
The duty specifically requires the Authority to have due regard to the results of the Equality Impact Assessments. Having considered the potential or actual impact on protected groups what is the next step for this activity / proposal?	
No major change (your assessment demonstrates that the policy is robust. The evidence shows no potential for discrimination)	*
Adjust the policy (you will take steps to remove barriers, to better advance equality or foster good relations)	
Continue the policy (you will adopt or continue, despite potential for adverse impact. You must note justification in this case)	
Stop and remove the policy (if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether)	
<u>Context</u>	
Is this proposal part of a wider plan which would place it in context?	
Details of context of the proposal	21st Century Schools Programme Modernising Education Programme
<u>Monitoring</u>	
Please outline your plans to monitor the ongoing impact on the affected group(s)?	
No affected groups identified	
<u>Other information</u>	
Is there anything else which ought to be recorded? N/A	

Date of completion	As soon as possible
Review date	N/A

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact
Corporate Policy Team
Chief Executive's Department
01267 22(4914) / (4676)
equalities@carmarthenshire.gov.uk

Please send a copy of the assessment to the above e-mail address upon completion.

9. Appendix C – Flying Start

Flying Start

Flying Start service is a Welsh Government funded programme, which provides intensive support services to 0-3 year old children and their families who live in disadvantage areas within Carmarthenshire.



It is a targeted programme now available in 12 geographical areas in the County. These are Betws in the Ammandford area, Bigyn, Felinfoel, Morfa, Lakefield/Copperworks, Dafen Llwynhendy and Bynea in the Llanelli area, Carway, Pwll West/Maengwnne, Trimsaran and Richmond Park and Carmarthen Town North in the Carmarthen area. (*Strict postcode eligibility does apply*)

Four further areas have been approved by the Welsh Government namely; Pantyffynnon (Ammanford), Garnant, Glanamau and Burry Port Central and Pembrey.

Children aged 2-3 years, living in Flying Start areas are entitled to free part time childcare for 12.5 hours per week, which is equivalent to two and a half hours per day, Monday to Friday for 42 weeks of the year. This programme has expanded significantly in recent years.

The focus of the service is on the **child** and in particular to ensure that all children develop their language, social skills, emotionally, physically in order to be ready to begin school. Through early identification of needs Flying Start aims to put support services in place to address those needs within the family. This is achieved through **four** main service areas.

1. Health Visiting & Midwifery Service

Providing an intensive Health Visiting service; with 8 newly established Health Visitor posts and a reduced caseload, Health Visitors have the capacity to visit families more frequently and provide one to one support in the home. From the time a new born baby is born, each Flying Start family is supported to develop and bond with their baby, supporting mum in particular with her emotional and mental health, provide weekly clinics promoting the uptake of immunisations, giving general baby health advice, on weaning, creating routines and sleep patterns. Baby Massage courses can also be offered, informing parents about baby bonding and creating attachment which can help alleviate and soothe a baby during illness, or teething and general growth. The Health Visiting Service continues up to the age of 4 years old, when the child's health care is handed over to the school nurse on entry to school.

Specialist Midwifery service – for those more vulnerable families who need additional support with identified intense needs, a midwife service is available antenatally offering advice on staying well during pregnancy. This service is on a referral basis only from your Community Midwife.

Speech and Language Therapy service – this service is available for families and

their children on a one to one basis in their homes, where children have been identified as having developmental or language delays. Flying Start Support Officers deliver a six week home speech & language programme and encourage parents to continue the language work on a continual basis after the sessions are complete.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

2. Free Childcare for 2-3 Year Old Children

Children living in Flying Start areas are entitled to free part-time childcare for twelve and a half hours per week, which equates to two and a half hours per day, Monday to Friday, for 42 weeks of the year. Flying Start have purchased childcare places from the following providers:

- Cylch Y Felin, Betws in Betws Community Primary School
- St Paul's Family Centre in Bigyn
- Myrtle House Day Nursery in Bigyn
- Cylch Meithrin Carway in Carway Primary School
- Cylch Meithrin Felinfoel, in the Community Education Centre, Felinfoel
- Jellitotz Playgroup at Pen-y-Morfa Community Hall, Morfa
- Teddybears Nursery at the Dewi Sant Centre, Llanelli
- The Children's Centre, Llwynhendy
- Ty Ni Family Centre, Carmarthen Town
- Ty Hapus Family Centre, Park Hall Estate, Carmarthen
- Argel Family Centre, Johnstown

The Flying Start Early Years Teacher works with each childcare setting in order to develop suitable curriculum plans and activities which stimulate two year olds' development. The emphasis is on setting standards which produce 'quality' childcare provision across all 11 childcare settings.

Please telephone 01554 742468 to see if you are eligible for any of these free services and to check for availability of vacant childcare places.

3. Parenting Programmes

Parents living in Flying Start areas are supported further by having the opportunity to attend a range of parenting programmes, which aim to give them the skills to parent effectively. Some courses are especially for new parents with new born babies to encourage baby bonding and attachment. As children grow further programmes are available which build parent's confidence to handle their children's behaviour, promote positive parenting, creating positive approaches to building healthy relationships with their children. Courses range from:

- **'How to get to know your Baby'** (Webster Stratton) programme – for new parents with new born babies and children up to 12 months old
- **Neo-Natal Assessment Screening** – this is an assessment carried out with parent and child which encourages baby bonding and attachment
- **'Baby Massage'** – for new born babies and up to 12 months old
- **'Incredible Years'** (Webster Stratton) programme – for toddlers 2-3 year olds
- **'Handling Children's Behaviour'** – for toddlers 2-3 year olds.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

4. Basic Skills programmes

Language and Play (LAP) courses are available to families living in Flying Start areas, which encourage parents how to interact and play with their children in a positive way to promote and stimulate their child's language development, including increasing their range of words and vocabulary. This is a very popular course with parents as it stimulates a 'feel good factor' which promotes a strong healthy relationship with parent and child. Parents will talk, play and create craft activities with their children, use available resources, sing songs and nursery rhymes, all in the effort for the child to 'learn through play'. The Numbers and Play (NAP) courses are equally as popular and very similar, using words associated with figures, numbers, and shapes to promote language development.

Story sessions at local libraries and on the Story Bus are also available and organised periodically throughout the year and are promoted locally.

10. Appendix D – Area Profile

Betws - Area Profile for Postcode: SA18 2HE: (Betws LSOA Code: W10000627)

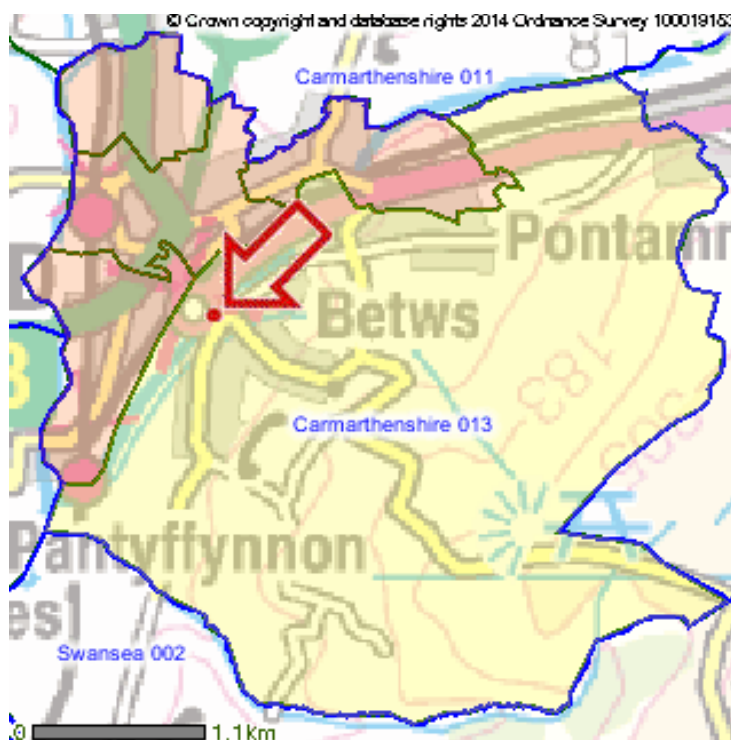
WIMD 2014 is based on fine-grained geography of lower Super Output Areas (LSOAs). The WIMD 2014 is compiled from eight domains, Income, Employment, Health, Education, Housing, Access to Services, Physical Environment and Community Safety and is published at Lower Super Output Area of which there are 112 in Carmarthenshire.

Under WIMD, where Rank 1 is the most deprived, **Betws** ranks 49 out of the 112 LSOAs in Carmarthenshire and ranks 842 in Wales from 1909 LSOAs.

The highest level of deprivation attributed to **Betws** is the Access to services domain, being ranked 37th in Carmarthenshire and 305th in Wales for this domain.

LSOA	Overall Index		Income		Employment		Health		Education		Housing		Access to Services		Physical Environment		Community Safety	
Betws	49	842	47	913	55	923	44	761	42	862	77	1309	37	305	40	700	51	1247

Source: Welsh Index of Multiple Deprivation 2014 (released November 2014), Welsh Assembly Government.
 Note: LSOAs ranked 1-112 (Carmarthenshire), 1-1909 (Wales).



Area Profile for Postcode: SA18 2HE: (Betws LSOA Code: W10000627)

Population:	2,175
Welsh Language:	People with knowledge of Welsh: 69.5% Can speak Welsh: 53.4% Can speak, Read and Write Welsh: 38.8% Can speak Welsh (Age 3-15):11.0% No skills in Welsh:30.6%
Number of Children & Young People:	20.0% (Aged 0-15) 9.6% (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 97.8% White (Irish): 0.2% White (Other): 1.0% Mixed (White/Black Caribbean): 0.2% Asian British (Indian) 0.0% Asian British (Other Asian): 0.1% Other Ethnic Group: 0.7%
Religion:	Christian: 59.2% Buddhist: 0.1% Hindu: 0.0% Jewish: 0.0% Muslim: 0.2% Sikh: 0.0% Other Religion: 0.3% No Religion: 32.9% Religion Not Stated: 7.2%
Deprivation Ranking:	Total number of Households: 896 Total households not deprived in any dimensions: 375 No of households Deprived of between 1-4 dimensions: 521

11. Appendix E – Response Pro-forma

Please provide us with your comments on the proposals regarding future provision for primary pupils residing in the Ysgol Y Betws catchment areas.

Your comments:

Do you have any other issues that you wish to bring to our attention?

Please tick box if you wish to be notified of the publication of a consultation report.

Signature _____

Print Name _____

Position /

Category of

Respondent

(E.g. parent) _____

Address _____

Postcode _____

Date _____

Please note that unless you indicate otherwise your comments will be open to the public as part of the formal records of the consultation.

Please detach this form and return to: Department for Education and Children's Services, Building 2, St David's Park, Jobs Well Road, Carmarthen. SA31 3HB or E-mail to DECMEP@carmarthenshire.gov.uk no later than 29th January 2016.

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BETWS PRIMARY SCHOOL

**CHANGE TO THE AGE RANGE OF BETWS
PRIMARY SCHOOL FROM 4-11 TO 3-11**

CONSULTATION DOCUMENT

Supplementary Information

21 December 2015

Any risks associated with the proposals and any measures required to manage these.

Risk		Counter Measure
1.	Failure to obtain statutory approval to implement the proposal.	- Follow guidelines as set out in the School Organisation Code 2013
2.	Integration of pupils into the new school.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school

The names, locations and categories of all existing schools likely to be affected by the proposals.

It is anticipated that the following schools would only be affected by this proposal:

Y Bedol
 Parcyrhun
 Tycroes
 Bro Banw
 Gymraeg Rhydaman
 Dyffryn Aman
 Maes Y Gwendraeth

Pupil Numbers

The tables below show the pupil numbers for Y Bedol, Parcyrhun, Tycroes, Bro Banw, Gymraeg Rhydaman, Dyffryn Aman and Maes Y Gwendraeth for January 2015 and the previous four years.

Ysgol Y Bedol															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	13	0	39	0	59	38	41	43	42	37	45	0	357	357
2014	0	13	0	61	0	36	42	42	43	38	46	41	0	362	362
2013	0	26	0	34	0	43	45	42	36	46	43	46	0	361	361
2012	0	0	23	35	0	48	39	38	46	46	42	41	0	358	346.5
2011	16	0	0	45	0	42	37	46	37	49	42	42	0	356	348

**Ages at at 31/08/14*

Ysgol Parcyrhun															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	1	2	1	19	0	21	19	24	28	20	29	23	0	187	186
2014	0	0	0	10	0	19	22	25	20	30	24	17	0	167	167
2013	0	0	0	13	0	20	23	19	29	24	17	30	0	175	175
2012	0	0	2	12	0	26	19	29	25	22	29	29	0	193	192
2011	1	0	1	16	0	21	29	24	23	26	28	18	0	187	186

**Ages as at 31/08/14*

Ysgol Tycroes															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	13	0	23	27	24	29	23	32	33	0	201	204
2014	0	0	1	7	0	23	20	25	22	31	32	24	0	185	184.5
2013	0	0	0	11	0	19	21	19	29	29	22	29	0	179	179
2012	0	0	0	11	0	19	16	27	27	22	29	25	0	176	179
2011	0	0	0	14	0	15	21	25	21	27	24	22	0	169	169

**Ages as at 31/08/14*

Ysgol Bro Banw															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	16	0	51	49	49	59	54	53	73	0	404	404
2014	0	0	0	11	0	48	47	57	53	52	69	54	0	391	391
2013	0	0	0	7	0	30	51	53	46	64	54	45	0	350	350
2012	0	0	0	8	0	37	50	47	59	50	43	50	0	344	344
2011	0	0	0	9	0	36	43	58	53	46	52	54	0	351	351

**Ages as at 31/08/14*

Ysgol Gymraeg Rhydaman															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	21	0	43	29	39	33	37	29	31	0	262	262
2014	0	0	0	16	0	24	37	31	38	30	31	29	0	236	236
2013	0	0	0	4	0	35	31	37	30	33	30	29	0	229	229
2012	0	0	0	14	0	29	35	31	33	30	25	29	0	226	226
2011	0	0	0	15	0	35	30	33	29	25	29	24	0	220	220

**Ages as at 31/08/14*

Pupil Projections

School	Actual NOR Jan 2015	Projections – Number on Roll				
		Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Betws	83	90	95	93	92	93
Y Bedol	357	353	357	355	352	352
Parcyrhun	186	186	181	184	178	177
Tycroes	204	197	192	195	193	196
Bro Banw	404	384	384	381	374	377
Gymraeg Rhydaman	262	266	271	268	268	263

Pupil Capacity

School	Capacity Jan 15 MCSW
Betws	118
Y Bedol	396
Parcyrhun	221
Tycroes	206
Bro Banw	518
Gymraeg Rhydaman	232

Outcomes

There is a two year pattern of improvement at Outcome 5+ in the Foundation Phase, and the school has been above the family average for the past two years. In 2014 the Foundation Phase Indicator was more or less in line with the County Council and Wales, and every individual indicator was benchmarked above the median. Key Stage 2 results show good added value e.g. in 2014 every core subject outcome at Level 4+ was above FFT Type B targets. The Core Subject Indicator has been benchmarked above the median for the past two years and there is a pattern of improvement in all subject areas. Welsh has improved for three consecutive years, though it remains below the family average.

Leadership and Management

It is not anticipated that learner outcomes will be adversely affected during the change to the age range from 4-11 to 3-11. Indeed, we are wholly confident that learner outcomes will be enhanced as learners are integrated into an appropriate learning environment from an earlier age. All aspects of provision and outcomes will be monitored in line with the high expectations and processes of our regional school improvement service – ERW.

In addition, the County Council collects and collates learner outcomes on a regular and systematic basis to ensure the frequent monitoring and progression of standards across all core areas of learning. This will continue throughout the proposal of change to ensure that learner outcomes are continuously monitored and not affected as a result of the proposal. Central to this work will be the support and challenge work undertaken by ERW Challenge Advisers within the school. This activity will include a menu of scheduled visits focusing on analyses of pupil outcomes and the quality of teaching provision and learning. It is important to note that the findings of this work are always shared directly with the Governing Body. This ensures the highest levels of whole school accountability are firmly in place in support of learners' outcomes.

ERW Challenge Advisers place much emphasis on a school's ability to demonstrate high levels of 'valued added performance' based on an individual learner's benchmark starting point. This aspect will remain a key feature of the monitoring and review of the school's performance during this period.

Welsh Language

Currently, Betws Primary School is a Transitional school aiming to work towards becoming a Welsh Medium school. This will increase the provision of Welsh medium education in Carmarthenshire and will ensure that bilingualism is increased in the Betws area. It will ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in Welsh and English which supports the Council's vision and aims for Welsh medium education as set out in Carmarthenshire's Welsh in Education Strategic Plan (WESP (2014-2017)).

Who will be consulted

Staff (Teaching and Ancillary) Ysgol Betws	Governors and Parents, Ysgol Betws
Carmarthenshire Children's Partnership Child Care/Early Years** Communities First Partnership	Community Councillors Ammanford Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working

Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Ysgol Y Bedol, Ysgol Parcyrhun, Tycroes, Ysgol Bro Banw, Ysgol Gymraeg Rhydaman, Secondary Schools Ysgol Dyffryn Aman, Ysgol Maes Y Gwendraeth)

** Mudiad Ysgolion Meithrin and any private nursery provisions will be informed through the Child Care / Early Years provision section of the Education and Children's Services Department.

Further Questions

If you have any further questions in relation to the proposal please let us know by no later than **Friday, 29th January 2016**:

By letter:

**Director of Education and Children's Services
Building 2
St. David's Park
Jobs Well Road
Carmarthen
SA31 3HB**

By e-mail:

DECMEP@carmarthenshire.gov.uk

By completing the on-line pro-forma

By putting your comments in the following box?

CONSULTATION REPORT

**Proposal to change the age range from 4-11 to 3-11 in
Ysgol Gynradd Betws**

Appendix A

List of Respondents to the Consultation Document

Ysgol Gynradd Betws Observation Received List

Number	Name	Position/Category of Respondent
1	Christopher Morgan	
1.1	Sheena Steel	
1.2	Catrin James	Staff Member
1.3	Cerith Griffiths	Betws Community Council
1.4	Carys Wilcox	
1.5	Annie Sizmur	
1.6	Cllr. Ryan Bartlett	
1.7	Magdalena Zacharska	Parent
2	Dr. John D. Evans	Governor

Appendix B

**Summary of observations received following publication of the Consultation Document
and Local Authority related responses**

CATEGORY	OBSERVATION	RESPONSE
No. 1	<p>Proposal to change the age range from 4-11 to 3-11</p> <p>Agree with the proposal</p> <p>1. With regards to the change of age range at Betws C.P, I would support this change 100%. It would not only benefit the school, by putting it on a level playing field with other schools in the area who have this provision, but it would also help parents return to work earlier by providing full time education for their children from the age of 3.</p> <p>1.1 I strongly agree with the proposal to change Ysgol Y Betws to 3-11 educational school. It will give parity with other schools in the region that offer the same; smooth transition from flying start to the nursery at Ysgol y Betws; it gives parents the opportunity to return to work; learner outcomes will be enhanced as learners are integrated into an appropriate learning environment from an early age. It gives the children the opportunity to start learning welsh from an early age.</p> <p>1.2 I strongly agree with the proposal to change the age range of Ysgol Betws to 3-11. It makes sense that pupils in Flying Start and Cylch y Felin start at school when they are 3 years old. It will be a smooth transition from one class to the next. There is enough room in the Nursery at the school to accommodate pupils aged 3 years old. It gives the pupils of Ysgol Y Betws equal opportunity as Ysgol Gymraeg Rhydaman as those pupils attend Ysgol Feithrin Rhydaman. Starting at the school at 3 years old will give pupils with additional needs a solid start. It will allow parents to return to work sooner. Starting</p>	<p>Proposal to change the age range from 4-11 to 3-11</p> <p>Agree with the proposal</p> <p>1. The support was noted.</p> <p>1.1 The support was noted.</p> <p>1.2 The support was noted.</p>

their education sooner will contribute to raising the pupils educational standards. Starting school at 3 years old will allow pupils to learn Welsh sooner.

1.3 Betws has a Flying Start nursery which caters for 2 to 3 year olds, and at the moment there is a gap between leaving the nursery and attending the Primary school. Catering for 3-11 year olds will fill this gap and ensure that Betws children remain in the education system. Members of Betws Community Council strongly recommend that the school be given the 3 to 11 year old designation.

1.4 I strongly agree with the proposal to change Ysgol Betws to a 3-11 education setting. I feel that it will be beneficial to children and parents. It would give parents an opportunity to return to work/education sooner. There would be a smooth transition from Flying Start to the nursery at Ysgol Betws. It will give learners from an English background an opportunity to start learning Welsh early. Learners are integrated in to an appropriate learning environment from an earlier age meaning better learning outcomes.

1.5 I strongly support the proposal to change the age range Ysgol Y Betws from 4-11 to 3-11. Between the age of 3-4 children are usually very ready to become part of a team both educationally and socially. This extra year would become a very good foundation for their future progress. In addition, possible learning problems and their causes could be identified in their early stages and appropriate help provided. There can also be benefits for the well being of family life.

1.3 The support was noted.

1.4 The support was noted.

1.5 The support was noted.

1.6 I strongly support the proposal. The provision for children at 3-11 primary school will allow young children in the Betws area to smoothly progress from Flying Start into nursery provision and then onto the Foundation Phase. It is important that the children of Betws have parity with other children in the area. During the pilot, parents have supported the arrangement, as many want to return to work and want their children to be in a stimulating school environment. I am totally confident that learner outcomes will be enhanced as learners are integrated into an appropriate learning environment from an earlier age. Introducing the pupils to the school at an earlier age will also enable the pupils to be immersed sooner in the Welsh language. I strongly believe that the children of Betws should have the same opportunities as the pupils of Ammanford and Camaman, and that provision for three year olds should be available for them at Ysgol Y Betws.

1.7 Please find this letter as a support information. My son attends nursery class and started full time when he was 4 years old. Looking at the past, it would be more beneficial for us as parents if he started school when he was 3 years old instead of attending for 2.5hours a day which resulted in us couldn't work full time because of this. You should also take into account that other nursery/primary schools in the area have got such facilities where children start school when they are 3 years old.

1.6 The support was noted.

1.7 The support was noted.

Additional Resources	Additional Resources – LA Response
<p>2. Concerns about the resource implications that need to be answered. How will the changes be monitored? The school has already a high level of children with special needs. What additional support will be given?</p>	<p>2 Staff resources will be allocated depending on the number of pupils. Staff, pupil ratio will be met. Changes will be monitored as part of the school self evaluation process, and any concerns monitored as part of the authority core visits. Support for pupils with additional learning needs will be discussed and monitored on an individual basis.</p>

Appendix C

ESTYN RESPONSE TO CONSULTATION DOCUMENT

Estyn response to the proposal to increase the capacity and pupil age range of Ysgol Betws Primary School

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

Introduction

The proposal is by Carmarthenshire County Council.

The proposal is to change the age range at Ysgol Betws from 4-11 to 3-11 as soon as possible, to enable the incorporation of nursery provision.

Summary/ Conclusion

It is likely that the current proposal will at least maintain education provision and outcomes for pupils in the area.

Description and benefits

The proposer has set out a clear rationale for the proposal. This suitably focuses on the need to change the school's age-range to provide for pupils aged 3-4. This is to ensure pupils experience a seamless transition through Flying Start into Foundation Phase. This proposal is set appropriately in context of the council's wider strategy to provide maintained nursery places for children who currently benefit from the Flying Start programme.

The proposal describes its principal benefit is to ensure pupils experience continuity in provision as they make the transition from Flying Start into Foundation Phase at an early age. It suggests reasonably, that pupils in a nursery setting would benefit from interventions already provided through the school's Flying Start provision. The proposer does not identify any disadvantages with this proposal.

Appropriately, the proposer includes reference to the most recent buildings condition survey in 2001 and states that the council has modernised and extended the school.

It provides useful information about the accessibility of the site for disabled users and describes the overall condition and suitability as reasonable. The proposal confirms appropriately that the school will continue to serve its current catchment area so there will be no change to the travel arrangements for pupils.

The proposal provides a concise analysis of the school's projected pupil numbers for the next five years. It uses this information well to calculate the school's capacity for 16 full-time equivalent nursery pupils. However, the proposer does not provide enough information about where or how the school will accommodate these additional places. The council predicts surplus places in the school to decrease from its present position of 27% to below 20% by 2020.

The proposal does not provide enough information about how the council will manage any risks associated with the proposal or if any suitable alternative arrangements have been considered or discounted.

Educational aspects of the proposal

The proposal suitably considers the positive impact of the proposal on pupil outcomes and wellbeing. It sensibly explains that the proposal will improve continuity and progression for pupils, after leaving Flying Start, in nursery provision, which delivers the full Foundation Phase curriculum. This includes facilitating the sharing of important information about pupils' needs and abilities to provide appropriate levels of care and support. However, the proposal provides limited information about the impact on leadership and management, particularly around developing mutually beneficial partnerships between the school and Flying Start provider.

The proposal includes a useful summary of the how the services currently provided by Flying Start benefit vulnerable families for children aged 2-3. It provides relevant contextual information about the school's community, which it describes as "underprivileged and socially deprived", and the relatively high percentage of pupils identified with additional learning needs. However, the proposer does not link this information clearly enough to how the proposal will benefit pupils aged 3-4 from these vulnerable groups.

The proposer has provided a satisfactory summary of the outcomes of the most recent Estyn inspection report and the current categorisation of the school. From this, information the proposer reasonably concludes that the school is effective and has a good understanding of its areas to improve.

The Local Government Response to Estyn

The proposal provides a concise analysis of the school's projected pupil numbers for the next five years. It uses this information well to calculate the school's capacity for 16 full-time equivalent nursery pupils. However, the proposer does not provide enough information about where or how the school will accommodate these additional places. The council predicts surplus places in the school to decrease from its present position of 27% to below 20% by 2020.

The school's Capacity Calculation pre admitting nursery age pupils was 114 with an Admission Number of 16, with the introduction of nursery age children. The Capacity Calculation has been revised to accommodate these additional pupils and results in the reduction of the school's capacity to 104, establishing a capacity of nursery of 14 therefore consequently reducing the Admission Number for the school to 14 and thus creating the space required.

The proposal does not provide enough information about how the council will manage any risks associated with the proposal or if any suitable alternative arrangements have been considered or discounted.

Risks and Counter Measures were included in the Supplementary Information which was sent out to all Stakeholders via e-mail on 22/12/15.

The proposal suitably considers the positive impact of the proposal on pupil outcomes and wellbeing. It sensibly explains that the proposal will improve continuity and progression for pupils, after leaving Flying Start, in nursery provision, which delivers the full Foundation Phase curriculum. This includes facilitating the sharing of important information about pupils' needs and abilities to provide appropriate levels of care and support. However, the proposal provides limited information about the impact on leadership and management, particularly around developing mutually beneficial partnerships between the school and Flying Start provider.

The content of the proposal will both reinforce and enhance current partnership in an effective and practical manner. All partners will benefit from additional tiers of collaboration which will be in place to support individual learner needs from the age of three onwards. The beneficial impact and progress of such collaboration will be monitored and reviewed on a regular basis during link partnership meetings.

The proposal includes a useful summary of the how the services currently provided by Flying Start benefit vulnerable families for children aged 2-3. It provides relevant contextual information about the school's community, which it describes as "underprivileged and socially deprived", and the relatively high percentage of pupils identified with additional learning needs. However, the proposer does not link this information clearly enough to how the proposal will benefit pupils aged 3-4 from these vulnerable groups.

The proposal will ensure enhanced benefits for vulnerable learners aged 3-4 through a range of provision which is planned, monitored and reviewed by all partners - including pupils and parents. The proposer views provision for all learners, including those from vulnerable backgrounds, as one comprehensive continuum, wholly focused on individual needs and requirements.

Appendix D

Consultation with the Pupils

Consultation undertaken on the 3rd February 2016

By

Mrs Mari Owen

Associate Challenge Adviser

Carmarthenshire County Council

Carmarthenshire County Council

Listening to 'Learner Voice'

School – Betws

Date: - 3rd February 2016

Session undertaken by Mari Owen

Interviewed School Council / Pupils

1. Would you like to be part of a bigger school that has more pupils?

Comments

- Everyone was in agreement that being a pupil in a growing school will be a good thing

2. Do you think it's a good idea for the school to become 3-11?

Comments

- It will be good idea to become a 3-11 school because the older children will be able to help the smaller children
- It is a good idea to start learning Welsh a year early for children in Betws
- 3 year old children will be able to learn how to behave properly in the school which will be a good thing

3. What would be the advantages of a 3 - 11 school? What would you look forward to most?

Comments

- Parents of 3 year old children will be able to work and earn money instead of having to look after the children
- Sending 3 year old children to school will mean less cost of looking after the children
- There will be more pupils at the school and the school will be able to teach more to the children
- All the pupils will have more friends
- During Assembly, Mr Morgan's after school Club and Breakfast Club will be a good opportunity to get to know the 3 year old pupils better
- There is enough room on the yard for everyone to play together

4. Are there any disadvantages? Is there anything that you would be worried about?

Comments

- None of the pupils felt there were any disadvantages in having a 3-11 school
- Maybe the smaller children will be bother the older children sometimes

CYNGOR SIR CAERFYRDDIN

Neuadd y Sir, Caerfyrddin, SA31 1JP

Hysbysir trwy hyn yn unol ag Adran 42 o Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 (y Ddeddf) a'r Còd Trefniadaeth Ysgolion fod Cyngor Sir Caerfyrddin (y Cyngor), ar ôl ymgynghori â'r cyfryw bersonau ag sy'n ofynnol, yn cynnig newid ystod oedran Ysgol Gynradd y Betws, Y Betws, Rhydaman, SA18 2HE o 4-11 i 3-11 a darparu 14 o leoedd meithrin. Cynhelir yr ysgol gan Gyngor Sir Caerfyrddin. Y bwriad yw rhoi'r cynnig ar waith ar 1 Ionawr 2017.

Cynhaliodd y Cyngor gyfnod ymgynghori cyn penderfynu cyhoeddi'r cynnig hwn. Mae adroddiad nglych yr ymgynghoriad, sy'n cynnwys crynodeb o'r materion a godwyd gan ymgynghorion, ymatebion y cynigwyr a barn Estyn, ar gael ar www.sirgar.llyw.cymru

14 fydd nifer y disgyblion a dderbynnir pan fyddant yn 4/5 oed yn y flyddyn ysgol gyntaf y gweithredir y cynnig. Bydd capasiti'r ysgol o ran disgyblion 3-11 oed, pan fydd y cynnig wedi ei gyflwyno, yn 118. Bydd 14 o leoedd meithrin ar gael.

Ni fydd newid i ddalgylch yr ysgol.

Cyn pen 28 diwrnod ar ôl dyddiad cyhoeddi'r cynnig hwn, hynny yw erbyn 2 Mehefin 2016, gall unrhyw berson wrthwynebu'r cynnig hwn. Dylid anfon gwrthwynebiadau at Mr Robert Sully, Y Cyfarwyddwr Addysg a Gwasanaethau Plant, Cyngor Sir Caerfyrddin, Adeilad 2, Parc Dewi Sant, Heol Ffynnon Job, Caerfyrddin, SA31 3HB neu gellir anfon neges e-bost at aaprma@sirgar.gov.uk

Llofnodwyd: Mr Robert Sully
Y Cyfarwyddwr Addysg a Gwasanaethau Plant
Ar ran Cyngor Sir Caerfyrddin

Dyddiedig: 6 Mai 2016

NODYN ESBONIADOL

(Nid yw'r Nodyn Esboniadol hwn yn rhan o'r Hysbysiad – yn hytrach fe'i cynigir er mwyn egluro)

1. Bwriad yr Awdurdod yw newid ystod oedran Ysgol Gynradd y Betws o 4-11 i 3-11.
2. Os bydd plentyn yn cael ei dderbyn i'r dosbarth meithrin nid yw hyn yn rhoi hawl i'r plentyn gael lle llawn amser yn yr ysgol yn ddiiofyn a bydd rhaid gwneud cais newydd.
3. Mae gan ddisgyblion meithrin yr hawl i addysg rhan amser o ddechrau'r tymor yn dilyn eu penblwydd yn 3 oed. Caiff addysg rhan-amser ei ddiffinio fel 5 sesiwn bore neu brynhawn bob wythnos. Bydd disgyblion meithrin yn cael yr hawl i fynychu yn llawn amser ar ddechrau'r tymor cyn eu penblwydd yn 4 oed.

Bydd y newid arfaethedig yn digwydd ar 1 Ionawr 2017.

CARMARTHENSHERE COUNTY COUNCIL

County Hall, Carmarthen, SA31 1JP

Notice is hereby given in accordance with Section 42 of the School Standards and Organisation (Wales) Act 2013 (the Act) and the School Organisation Code that Carmarthenshire County Council (the Council) having consulted such persons as required, propose to change the age range of Betws Primary School, Betws, Ammanford, SA18 2HE from 4-11 to 3-11 and provide 14 nursery places. The school is maintained by Carmarthenshire County Council. It is proposed to implement the proposal on 1 January 2017.

The Council undertook a period of consultation before deciding to publish this proposal. A consultation report containing a summary of the issues raised by consultees, the proposer's responses and the views of Estyn is available on www.carmarthenshire.gov.wales

The admission number (AN) for pupils aged 4/5 in the first school year in which the proposal has been implemented will be 14. The capacity of the school for pupils aged 3-11 once the proposal is implemented will be 118. There will be 14 nursery places.

There will be no change to the school's catchment area.

Within a period of 28 days after the date of publication of this proposal, that is to say by 2 June 2016, any person may object to this proposal. Objections should be sent to Mr Robert Sully, Director of Education and Children's Services, Carmarthenshire County Council, Building 2, St David's Park, Job's Well Road, Carmarthen, SA31 3HB or e-mail to DECMEP@carmarthenshire.gov.uk

Signed: Mr Robert Sully
Director of Education and Children's Services
For Carmarthenshire County Council

Dated: 6 of May 2016

EXPLANATORY NOTE

(This Explanatory Note does not form part of the Notice but is offered by way of clarification)

1. It is the Authority's intention to change the age range of Betws Primary School from 4-11 to 3-11.
2. Admission to the nursery does not automatically entitle a child to a full-time place in the school and a new application must be made.
3. Nursery pupils are entitled to part-time education from the beginning of the term following their third birthday. Part-time is defined as 5 morning or afternoon sessions per week. Nursery pupils will be entitled to attend on a full-time basis at the start of the term preceding their 4th birthday.

The proposed change will take place on 1 January 2017.

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EXECUTIVE BOARD

4th July 2016

MODERNISING EDUCATION PROGRAMME (MEP)

PROPOSAL TO CHANGE THE AGE RANGE OF BYNEA SCHOOL FROM 4-11 TO 3-11

Recommendations / Key decisions required:

It is recommended that the Executive Board approves:

- To proceed with the proposal to change the age range of Bynea School from 4-11 to 3-11 and to recommend to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

Reasons:

To comply with statutory procedures and guidance in relation to school re-organisation.

Relevant Scrutiny Committee Consulted – Unfortunately, due to the constricted statutory process it has not been possible to consult with the ECS Scrutiny Committee at this stage. However, at all previous stages to date the ECS Scrutiny Committee has unanimously resolved to proceed with the proposal to change the age range of Bynea School from 4-11 to 3-11. In addition, no objections were received to the Statutory Notice.

Executive Board Decision Required YES 4th July 2016

Council Decision Required – YES (13th July)

Executive Board Member Portfolio Holder: Cllr. Gareth Jones (Education & Children)

<p>Directorate: Education & Children</p> <p>Name of Head of Service: Gareth Morgans</p> <p>Report Author: Simon Davies</p>	<p>Designations:</p> <p>Chief Education Officer</p> <p>School Modernisation Manager</p>	<p>Tel Nos. / E-Mail Addresses:</p> <p>01267 246450 EDGMorgans@carmarthenshire.gov.uk</p> <p>01267 246471 SiDavies@carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY

EXECUTIVE BOARD

4th July 2016

MODERNISING EDUCATION PROGRAMME PROPOSAL TO CHANGE THE AGE RANGE OF BYNEA SCHOOL FROM 4-11 TO 3-11

The Flying Start programme in Carmarthenshire is a Welsh Government prevention initiative, providing families with children aged 0-3 years with a range of targeted intensive prevention services, who live in geographic areas of deprivation within Carmarthenshire

The provision of good quality childcare for children from 2-3 years of age is the centre-piece of service delivered under the Flying Start initiative. The quality childcare provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and in the long term.

As a result of the original eight and more recently an additional nine geographic areas being identified to receive targeted services, Flying Start currently commission childcare based in a number of Carmarthenshire Primary Schools.

The age range of Bynea CP School is currently age range 4-11. This has presented the Authority with a challenge whereby children can benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme located on school sites is to facilitate entry into school at the age of three. Therefore, to ensure continuity of progression for these disadvantaged children into primary school, the Authority has arranged for nursery provision to commence at these schools. The children can now benefit from interventions through the Flying Start programme until they are admitted to school. The Headteachers and Governing Bodies of these schools have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a statutory proposal to be published to formalise arrangements.

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Bynea School from 4-11 to 3-11 as soon as possible, through formal statutory procedures.

In accordance with County Council's instructions, a formal consultation exercise was undertaken from 7th December 2015 to 29th January 2016. The results of the consultation exercise are contained in the attached report.

The consultation report which summarised all of the observations received and the Local Authority's responses to these observations was presented to the ECS Scrutiny Committee, Executive Board and ultimately to the County Council for decision of whether or not to publish a statutory notice to implement the proposal.

In April 2016 approval was given by the County Council for the publication of the Statutory Notice. The Statutory Notice (attached) was published on May 6th 2016. The notice provided objectors with 28 days in which to forward their objections in writing to the Council. The Statutory Notice period ended on 2nd June 2016. No objections were received to the Statutory Notice.

As this proposal commenced under the Authority's previous arrangements for determining school organisation proposals, the Executive Board are provided the opportunity to offer comment and a recommendation to County Council whether or not to implement the proposal as detailed in the Statutory Notice.

Should the County Council decide to implement the proposal the age range of Bynea School will change from 4-11 to 3-11 from 1 January 2017.

Recommendation

That the Executive Board recommends to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

DETAILED REPORT ATTACHED?	YES: Consultation Document Supplementary Information Consultation Report Statutory Notice
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **G. Morgans**

Chief Education Officer

S. Davies

School Modernisation Manager

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	YES	YES	NONE

1. Policy, Crime & Disorder and Equalities

Developments are consistent with the Authority's Welsh in Education Strategic Plan 2014-17, Corporate Strategy, Children and Young People's Plan and the Modernising Education Strategic Outline Programme.

2. Legal

Appropriate consultation will need to be initiated in accordance with the relevant statutory procedures.

3. Finance

Revenue implications will be catered for within the Local Management of Schools Fair Funding Scheme.

4. ICT

NONE

5. Risk Management Issues

Continuing with current age range of schools would not reflect the present position. The statutory consultation process needs to be completed to formalise arrangements.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: G. Morgans
S. Davies

Chief Education Officer
School Modernisation Manager

1. Scrutiny Committee

The Education and Children's Services Scrutiny Committee were notified of the Statutory Notice period.

2. Local Member(s)

Local Members, Cllr. Deryk Cundy were notified of the Statutory Notice period.

3. Community / Town Council

The Community Council and Town Council were notified of the Statutory Notice period.

4. Relevant Partners

Not applicable.

5. Staff Side Representatives and other Organisations

Teaching and non-teaching staff unions were notified of the Statutory Notice period.

No objections were received during the Statutory Notice period.

Staff (Teaching and Ancillary) Ysgol Y Bynea	Governors and Parents, Ysgol Y Bynea
Carmarthenshire Children's Partnership Child Care / Early Years** Communities First Partnership	Community Councillors Llanelli Rural Council Llanelli Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

Section 100D Local Government Act, 1972 – Access to Information**List of Background Papers used in the preparation of this report:**

These are detailed below.

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Planning School Places - Primary Schools – The Way Forward		www.carmarthenshire.gov.uk – the County Council Agenda 9 Pre 28/06/2004) – 11/04/2001
Modernising Education Provision Strategy and Draft Implementation Plan		www.carmarthenshire.gov.uk – Education and Learning – Useful Links
Modernising Education Provision Timeline/ Rollout:		www.carmarthenshire.gov.uk – Executive Board Agenda – 31/05/2005
Modernising Education Provision Update / Revised Draft Timetable		www.carmarthenshire.gov.uk – Executive Board Agenda – 24/07/2006
Modernising Educational Provision Future Use/Disposal of Redundant Land and Buildings arising from the MEP programme		www.carmarthenshire.gov.uk Executive Board – 31/05/05
School Organisation Code		http://gov.wales/topics/educationandskills/publications/guidance/school-organisation-code/?lang=en
MEP Annual Report 2013/14 and Programme 2014/15		http://www.carmarthenshire.gov.uk/ County Council Agenda 14 th January 2015
Strategic Outline Programme 21 st Century Schools		Strategic Outline Programme 21st Century Schools
Carmarthenshire's Welsh in Education Strategic Plan 2014- 2017		http://www.carmarthenshire.gov.uk/english/welsh/pages/trafodiaith.aspx
Consultation Document		http://www.carmarthenshire.gov.wales/home/residents/education-schools/modernising-education-programme/primary-schools/bynea/

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DEPARTMENT FOR EDUCATION & CHILDREN

Our Vision.....Carmarthenshire is a community where children are safe and nurtured and learners of all ages are supported to achieve their full educational potential

Consultation on the proposal to change the age range of Ysgol Y Bynea from 4–11 to 3–11.

CONSULTATION DOCUMENT

Robert Sully
Director of Education & Children's Services

7th December 2015



**Safeguarding Children and
Improving Education Standards for All**

School Modernisation Section

Simon Davies, School Modernisation Manager (tel. 01267 246471)

Status of Document : final

If you require this information in large print, Braille or on audiotape please contact the Department for Education & Children 01267 246474.


Foreword

As part of its statutory obligation to keep the number and type of school places under review, the County Council has adopted a wide-ranging programme designed to improve school buildings and enhance opportunities for learning. The strategy reflects the vision and policies established by the County Council which embraces the requirement to deliver services, to clear standards – covering both cost and quality – by the most economic and effective means. In our drive to continually improve on the services made available to all learners, we must maximise the finite resources available to the Council, and continue to work in partnership with all those who have a contribution to make to the process of learning and the well being of both children and their families. Schools of the future will need to serve as a focus for a wide range of services dedicated to serving the needs of the community through a joined up approach.

Carmarthenshire is blessed with many very able teachers but the continuing changes to the curriculum places a heavy demand on their skills to meet the wide ranging demands of all children. Although the processes of learning, and skills of teaching, are extremely important, deep subject knowledge on the part of the teacher is essential if learners with their various gifts in different areas are to discover and develop their talents to the full.

Schools designed to meet current demands are expected to provide a broad and balanced curriculum through high quality and inspirational teaching. In the planning of new provision it will be important to ensure that our schools are properly equipped to enhance opportunities for social inclusion, sustainable development, equal opportunities and bilingualism. In practical terms we need to ensure that provision reflects the changing patterns of population, with schools based in the right location with accommodation and facilities fit to serve the needs of all learners in the twenty first century.

Consultation will follow the guidelines established by the Welsh Government and will involve identified interested parties. The information set out in this document is intended to clarify the proposals for your school and support the consultation process.



Robert A Sully
Director of Education & Children's Services

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1. Introduction

Carmarthenshire County Council has a legal responsibility to review the number and type of schools it has in the area and whether or not it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

As part of this process the Council has published its vision on how it sees the future for all of the primary schools in the County and this includes consulting on the future shape of education in Ysgol Y Bynea. The proposals for change included in this document are in line with that long-term objective.

This document seeks to stimulate the process of consultation by explaining the Authority's preferred option for the future provision of primary education for the pupils of Ysgol Y Bynea. The document offers an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered.

Consultation on this proposal will follow the guidelines established by the Welsh Government and will involve identified interested parties.

The main purpose of this document is to provide information and to gather the views of identified interested parties. You may wish to make use of the attached response Pro-forma included in **Appendix E** on page 30 of this document or by E-mail to: DECMEP@carmarthenshire.gov.uk for any response.

1.1 The Consultation Process

The consultation process will be outlined in detail in section 6 of this consultation document. The consultation on this proposal will follow guidelines as established by the Welsh Government.

1.2 Who else will be consulted?

This document has been sent to the following interested parties:

Staff (Teaching and Ancillary) Ysgol Y Bynea	Governors and Parents, Ysgol Y Bynea
Carmarthenshire Children's Partnership Child Care / Early Years** Communities First Partnership	Community Councillors Llanelli Rural Council Llanelli Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division

Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Bryniserfel, Bryn Teg, Llangennech Infants, Llangennech Juniors, Secondary Schools Coedcae, Ysgol Y Strade)

**Mudiad Ysgolion Meithrin and any private nursery provision will be informed through the Child Care / Early Years provision section of the Education and Children’s Services Department.

1.3 The Consultation Period

There will be a period from 7th December 2015 to 29th January 2016 when you can express your views.

You can express your views by writing a letter or alternatively completing the attached response form in **Appendix E** which should be received by the Department for Education and Children’s Services, Building 2, St. David’s Park, Jobs Well Road, Carmarthen, SA31 3HB, or by E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

2. Background

Carmarthenshire County Council is committed to providing each child with the best possible start in life and meeting the aspirations of Welsh Government as set out in their strategic documents e.g. *Building a Brighter Future: The Early Years and Childcare Plan*, *Qualified for life: An education improvement plan*.

The provision of high quality early years education is key to realising this ambition.

In Ysgol Y Bynea the Welsh Government’s Flying Start Programme is delivering quality childcare for children aged 2-3 years of age.

Currently the age range of this school is 4-11. This leads to a gap in the provision of education within the school between the age of 3 and 4. It is the County Council’s view that seamless transition of pupils through the Flying Start programme into school at 3 years of age is the preferred means of providing early years education.

The Flying Start programme, **Appendix C**, is a Welsh Government initiative, providing families with children aged 0-3 years who live in specific geographic areas of Carmarthenshire with a range of support services. ,

The provision of good quality childcare for children from 2-3 years of age is integral to the service. Flying Start provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and lifelong learning.

Flying Start currently commissions childcare which is based in a number of Carmarthenshire’s Primary Schools. This includes Ysgol Y Bynea.

The age range of **Ysgol Y Bynea** , is currently 4-11. This has presented the County Council with a challenge whereby children can benefit from interventions through the Bynea Flying Start programme until they are three years of age but there is a challenge in respect of appropriate education provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme being located on a school site is to facilitate effective transition and entry into school. Therefore, to ensure continuity of progression for these learners into primary school, the County Council proposes to provide early years education provision at this school. The children would then benefit from interventions through the Flying Start programme until they access education in a maintained early years class in the school. The Headteacher and Governing Body of the school have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a proposal to be published to formalise arrangements. The County Council is therefore required to complete a statutory consultation process which, if approved, will commence in the Autumn Term 2015.

Current position within Carmarthenshire

Designated early years provision is offered in **33 schools** across the County Council.

Ysgol	Age Range
Bigyn	3-11 years
Bro Brynach	3-11 years
Bryn	3-11 years
Bryn Teg	3-11 years
Brynaman	3-11 years
Brynsierfel	3-11 years
Burry Port	3-11 years
Bynea	3-11 years
Copperworks	3-7 years
Cross Hands	3-11 years
Dafen	3-11 years
Dewi Sant	3-11 years
Furnace	3-11 years
Griffith Jones	3-11 years
Gwenllian	3-11 years
Halfway	3-11 years
Johnstown	3-11 years
Llangain	3-11 years
Llangynnwr	3-11 years
Maes y Morfa	3-11 years
Model	3-11 years
Myrddin	3-11 years
Nantgaredig	3-11 years
Pen-y-Gaer	3-11 years
Richmond Park	3-11 years
St Mary's , Llanelli	3-11 years

St Mary's Carmarthen	3-11 years
Stebonheath	3-11 years
Teilo Sant	3-11 years
Trimsaran	3-11 years
Ysgol y Bedol	3-11 years
Y Castell	3-11 years
Y Dderwen	3-11 years

Ysgol Feithrin Rhydaman provides for Bro Banw and Ysgol Gymraeg Rhydaman.

- There are **67 schools** in Carmarthenshire that do not have designated early years provision.
- Early Years Foundation Phase Learning Provision in Carmarthenshire is being offered in **47 non-maintained settings**.

This document sets out the proposal to formally change the age range of Ysgol Y Bynea from 4-11 to 3-11 as soon as possible, to enable the incorporation of nursery provision.

The County Council has a legal duty to look at the number and type of schools it has in Carmarthenshire and is required to make sure that they are located in the right place, have the right facilities for the future and have the right resources to deliver education and learning for pupils. We think that both our pupils and staff deserve nothing less.

Changes in the curriculum and the way in which children will be taught in the future also means that we also have to look at whether or not, it is possible to review the age range of its schools to meet the future needs of the pupils.

3. What are we trying to achieve ?

We are trying to ensure seamless transition through the Flying Start Programme at 2-3 years into school provision on a part time basis at 3 years of age. At the present time, Ysgol Y Bynea does not have designated nursery provision.

Nursery provision for the community is currently provided by Cylch Meithrin and private nursery providers. Although the provision is of high quality, the introduction of the foundation phase of education has led to the need to provide a more integrated approach for the education of young children.

The provision for children at a 3-11 Primary school will allow young children in the area to smoothly progress from Flying Start provision into nursery provision and on to the foundation phase. The County Council's present challenge to bridge the "gap" whereby children currently benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school would be addressed.

The benefits of this transition would ensure continuity of progression whilst providing a seamless progression from nursery, through into primary and from primary through into secondary education. It is known that children benefit educationally from the elimination of stages of transfer.

Ysgol Y Bynea school falls in a Flying Start area which offers free care provision for children between the ages of two and three prior to them accessing the part time learning provision that the County Council is required to provide for all children from the beginning of the term following their third birthday.

Conclusion

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Ysgol Y Bynea from 4-11 to 3-11 as soon as possible through the instigation of formal statutory procedures.

Proposal

“To change the age range at Ysgol Y Bynea from 4-11 to 3-11 as soon as possible”

4. General School Information – (neighbouring schools)

4.1 School / Nursery Providers which may be affected by this proposal

The catchment area of Ysgol Y Bynea is surrounded by the following Community Primary schools:

Ysgol Gymraeg Brynsierfel, Carmarthenshire
 Ysgol Brynteg, Carmarthenshire
 Llangennech Infants, Carmarthenshire
 Llangennech Juniors, Carmarthenshire

Name of School	Type of School	Language Category	Admission Number	Capacity (as at Sept 2014-15)	Jan 2015 PLASC Number Total (FTE)	Age Range
Bynea (excl Learning Centre)	Community Primary	EM	23	167	131	4 - 11
Brynsierfel	Community Primary	WM	30	240 (inc Nursery)	201.5 (inc Nursery)	3 - 11
Brynteg	Community Primary	EM	30	240 (inc Nursery)	255 (inc Nursery)	3 - 11
Llangennech Infants	Community Primary	DS	30	210	216	4 – 7
Llangennech Juniors	Community Primary	DS	60	240	230	7-11

4.2 Pupil Numbers in Full Time Education (FTE) (inc Nursery) (Neighbouring schools)

The table and graph below shows pupil numbers in full time education (PLASC 2015) for Ysgol Y Bynea, Ysgol Gymraeg Brynsierfel, Ysgol Brynteg, Llangennech

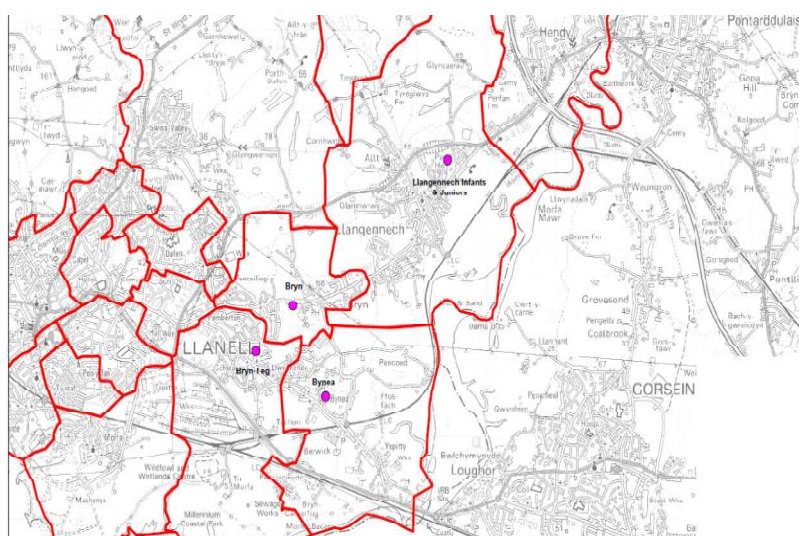
Infants and Llangennech Juniors for January 2015 and the projected numbers for the next five years..

School	Total Pupils FTE 2015 (Inc Nursery)	Total Pupils FTE 2016 (Inc Nursery)	Total Pupils FTE 2017 (Inc Nursery)	Total Pupils FTE 2018 (Inc Nursery)	Total Pupils FTE 2019 (Inc Nursery)	Total Pupils FTE 2020 (Inc Nursery)
Bynea (Excl Learning Centre)	131	138	143	140	137	138
Brynsierfel	201.5	260	259	261	255	253
Brynteg	255	203.5	206.5	211.5	214.5	211.5
Llangennech Infants	216	212	209	207	205	204
Llangennech Juniors	230	243	249	253	241	235

4.3 Nursery providers - (within a 1 mile radius of Ysgol Y Bynea)

Primary Type	Provider Name	Flying Start	Private / Local Authority/ Voluntary	Registered Capacity	Registered with CSSIW (April 15)
Cylch Meithrin	Ysgol Y Bynea	Yes	Local Authority	7	7
Cylch Meithrin	Llwynhendy Integrated Children's Centre	Yes	Local Authority	24	24
After School Club	Brynteg School	No	Local Authority	16	Under 2 hrs CYCA
After School Club	St Michaels School	No	Private	18	-

The following diagram outlines the surrounding catchment areas of schools



5. Ysgol Y Bynea.

5.1 Pupil Projections

The following table shows the actual pupil total and pupil projections for Ysgol Y Bynea for the next five years.

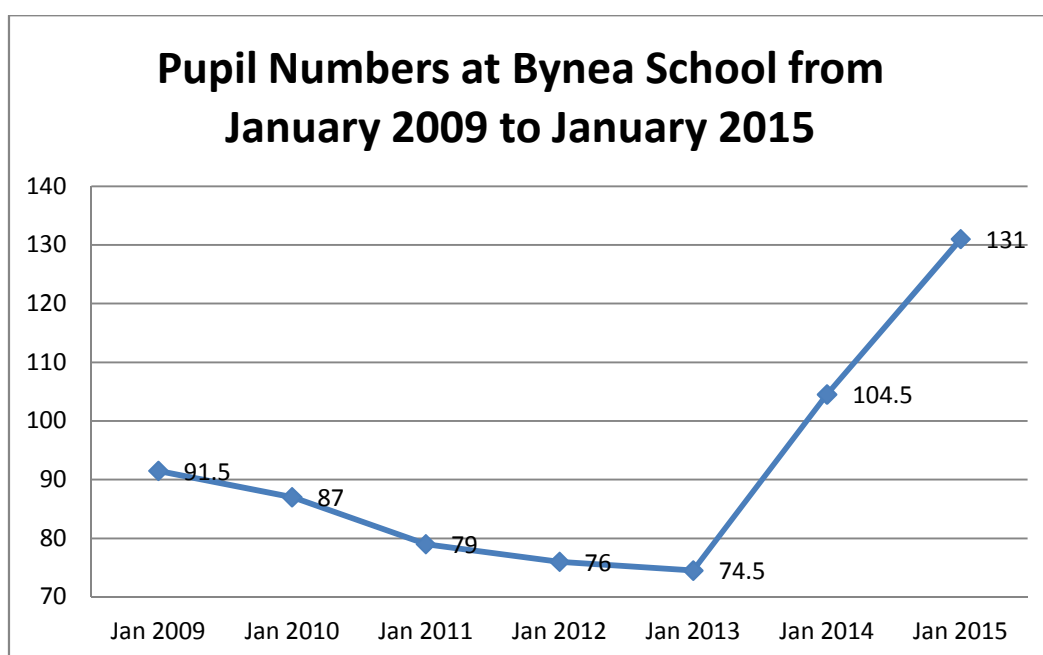
	Actual	Projected Pupil Total (FTE)				
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Bynea	131	138	143	140	137	138

5.2 Pupil Numbers

5.2.1 Current Trends

The following table and graph shows pupil numbers for January 2015 and the previous six years. It can be seen from this information that there has been an increase trend in pupil numbers.

Bynea	2yrs (FT)	3yrs (PT)	3yrs (FT)	4yrs (PT)	4yrs (FT)	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	11yrs	Total (PUP)	Total (FTE)
Jan-15	3	0	19	0	12	16	17	20	20	13	11	0	131	131
Jan-14	2.5	0	10	0	16	13	11	17	11	10	14	0	105	104.5
Jan-13	0	2	11	1	9	8	10	8	7	13	7	0	76	74.5
Jan-12	6	0	9	0	8	8	8	8	12	6	11	0	76	76
Jan-11	2	0	7	0	5	7	9	10	6	14	19	0	79	79
Jan-10	0	0	3	0	9	9	11	8	15	10	12	9	96	96
Jan-09	0	1	6	0	7	10	6	14	22	12	14	9	100	100.5



5.3 Pupil Capacity Information

The methodology for the calculation of school capacities was changed in 2006 following the implementation of new Welsh Assembly guidelines “Measuring the Capacity of Schools in Wales” (MCSW) which was implemented by the County Council in 2008. Prior to 2008, the More Open Enrolment methodology was used. Spare places numbers for Ysgol Y Bynea are shown in the following table.

	Actual Pupil Total (FTE*) Jan 2015	Ysgol Y Bynea (- Projections – Pupil Total (FTE*)					
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020	
Total projected numbers (Excl Learning Centre)	131	138	143	140	137	138	
Capacity	164	164	164	164	164	164	
Surplus	33	26	21	24	27	26	

Ysgol Y Bynea has capacity for 23 FTE Nursery pupils and projected nursery pupils at the school. The table above provides an analysis of the implications of accommodating nursery pupils at the school.

5.4 Quality and Standard of education

The most recent Estyn inspection for Ysgol Y Bynea took place between 17/05/10 and 19/05/10.

Ysgol Y Bynea is situated in the village of Bynea about three miles to the east of the town of Llanelli. The school is located on a pleasant, spacious site in the centre of the village. It serves the local community and the surrounding area and describes the social and economic circumstances of pupils attending the school as being relatively disadvantaged. The percentage of pupils entitled to free school meals is 41%, a figure which is significantly higher than the average for the County Council which is around 15% and the national average which is approximately 18%.

The school has gained the Basic Skills Agency's Quality Mark for the fourth time, the Investors in People Award, the Eco-Schools bronze award and four leaves of the Healthy Schools Initiative.

The five-point scale used to represent all inspection judgements in this report is as follows:

Grade 1 good with outstanding features

Grade 2 good features and no important shortcomings

Grade 3 good features outweigh shortcomings

Grade 4 some good features, but shortcomings in important areas

Grade 5 many important shortcomings

Ysgol Y Bynea is a good school with some outstanding features. It is a caring and close community with a warm and welcoming ethos where all pupils are valued. The

strong leadership, the team ethos and the outstanding relationships throughout the school all contribute to the quality of school life and the good standards achieved.

Table of grades awarded

Table of grades awarded Key Question	Inspection grade	Standards
1. How well do learners achieve?	Grade 2	Good features and no important shortcomings
2. How effective are teaching, training and assessment?	Grade 2	Good features and no important shortcomings
3. How well do the learning experiences meet the needs and interests of learners and the wider community?	Grade 1	Good with outstanding features
4. How well are learners cared for, guided and supported?	Grade 1	Good with outstanding features
5. How effective are leadership and strategic management?	Grade 2	Good features and no important shortcomings
6. How well do leaders and managers evaluate and improve quality and standards?	Grade 2	Good features and no important shortcomings
7. How efficient are leaders and managers in using resources?	Grade 2	Good features and no important shortcomings

Grades for standards in subjects inspected are as follows:

Subject	Key Stage 1	Key Stage 2
Mathematics	Grade 2	Grade 2
Science	Grade 2	Grade 1
Information and communications technology (ICT)	Grade 2	Grade 1
Design and Technology	Grade 2	Grade 2
Geography	Grade 2	Grade 2
Physical education	Grade 3	Grade 2

The most likely impact of the proposal to integrate a nursery in Ysgol Y Bynea on the quality of the Estyn report would improve the learning environment and experience

and would provide a more coherent foundation Phase for the young learners. This would be by the elimination of a stage of transition between nursery and reception, and the continuity of staffing and data transfer for individual pupils especially in teaching, care and support for pupils aged 3 – 11 years and provide the learning opportunities in a single through primary school that are available in other neighbouring schools in Carmarthenshire.

These factors would have a positive effect on the learning experience for the children.

5.5 School Standards

National School Categorisation System

The Minister for Education and Skills announced the introduction of the national School Categorisation System in September 2014. The system is not purely data-driven but also takes into account the quality of leadership and teaching and learning in our schools. The system will not take the place of Estyn reports, Estyn will continue to inspect schools and provide an external check on the national school categorisation system when inspecting.

The new system evaluates and assesses schools and places them in a support category using the following information:

- A range of performance measures provided by the Welsh Government.
- Robust self-evaluation by the school on its capacity to improve in relation to leadership and teaching and learning.
- Assessment of the school's self evaluation by challenge advisers in the regional consortia, agreed with the County Council.

The new categorisation system will give a clear and fair picture of a school's progress. There is a three step process in generating a category for a school, firstly after the performance data and self-evaluation have been analysed a draft support category is generated for each school. This category is discussed with the school by regional consortia and then agreed with the County Council.

The table below summarises the data for Ysgol Y Bynea primary school;

National School Categorisation System – Data 2014

School	Standards Group	Improvement Capacity	Support Category
Bynea	3	B	Yellow

As can be seen from the table above Ysgol Y Bynea has been categorised in the Yellow category reported as an effective school which is doing well and knows the areas it needs to improve.

5.6 Pupil Costs

Based on 2015/16 data the budget cost per pupil is £3,713 at Ysgol Y Bynea which is higher than the county average of £3,739.

5.7 Financial Implications - Revenue

Ysgol Y Bynea is funded in accordance with the County Council's Fair Funding policy and will receive resources on the same basis as any other school within the County Council, based on the new school's pupil numbers and facilities.

5.8 Admission Arrangements

The County Council is the Admissions Authority for Ysgol Y Bynea. The current admission number (AN) is 23.

If you have any queries in relation to admission to the school the contact details for Carmarthenshire LA are as follows:

The School Governance and Admissions Unit,
Carmarthenshire Local Authority,
Department for Education and Children,
Block 2,
Main Building,
St. David's Park,
Carmarthen. SA31 3HB

Tel No: 01267 246449

Fax : 01267 246746

E-mail : rjonesevans@carmarthenshire.gov.uk

5.9 Building Facilities

The Estyn Inspection undertaken in May 2010 reported that Ysgol Y Bynea is set in a very pleasant and spacious site including hedges, fields an orchard , a covered outdoor classroom for the foundation phase and three hard playgrounds.

Block 1 – Single storey of traditional brick construction beneath pitched and flat roofs housing teaching areas and the main assembly hall and school kitchen suite and with toilet accommodation.

Block 2 – Single storey brick built ectension to Block 1 with pitched roofs housing the main school entrance and reception area, staff offices and teaching areas and toilets. One of the classrooms is designed as a community room and as such is available for private hire.

The buildings are well maintained and spotlessly clean. The new and older areas have been linked carefully and afford suitable accommodation and the classrooms are of an appropriate size for the number of pupils on roll.

The imaginative use of displays of pupils works creates a stimulating educational environment

As part of the **National 21st Century School Programme of all schools in Wales** on behalf of the County Council Ysgol Y Bynea scored the following ratings:

Overall Condition: A Good

Suitability: B Reasonable

5.10 Transport

Transport arrangements will be made in accordance with the County Councils home to school transport policy. There will be no change on travelling times for pupils living within the catchment area.

5.11 School Catchment Area

Ysgol Y Bynea will remain located on the current school site therefore the designated catchment area will be based on that of the existing Ysgol Y Bynea school.

5.12 Secondary School Transfers

There will be no changes to the current transfer arrangements for pupils in respect of Secondary education.

5.13 Special Needs

There will be no change to the current provision offered for pupils with special education needs at the School.

6. The Statutory Process

6.1 Consultation Period

The consultation period for this proposal starts on 7th December 2015 and ends on 29th January 2016. During this period you can ask questions and express your views by writing a letter or completing the attached response form in **Appendix E**. Letters and response forms should be sent to:

Department for Education and Children's Services,
Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA313HB, or by
E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

Consultees can submit their views in favour of or against a proposal. Responses received during the consultation period will not be treated as statutory objections. If consultees wish to object, they will need to do so in writing during the statutory objection period outlined below.

6.2 Considering Your Views

Within 13 weeks of 29th January 2016 a consultation report will be published on Carmarthenshire County Council's website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees and provide Carmarthenshire County Council's response to these issues. The report will also contain Estyn's view of the proposal.

The County Council of Carmarthenshire County Council will consider the consultation report and decide whether or not to proceed with the proposal.

If the County Council of Carmarthenshire County Council decides to continue with the proposal Carmarthenshire County Council must publish a statutory notice.

6.3 Statutory Notice

The statutory notice will be published on Carmarthenshire County Council's web site and posted in the named and neighbouring schools and within the locality. Copies of the notice will be made available to the school to distribute to pupils, parents, carers and guardians, and staff members (the school may also distribute the notice by email).

The notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days.

6.4 Determination of Proposal

The County Council of Carmarthenshire County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications. In doing so, the Executive Board will take into account any statutory objections that it received.

6.5 Decision notification

Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

6.6 The Statutory Process Time-Table

The statutory process and timetable will be as follows:-

December 2015	Issue of this consultation document to identified and other interested parties.
January 2016	Closing date for views on the proposal to be received by the Department for Education & Children.
March 2016	<p>Within 13 weeks of 29th January 2016 a Consultation Report will be taken to the County Council and published on Carmarthenshire County Council's website. Decision to proceed to publish statutory notice. OR alternatively proposal ends. If the decision is made to proceed then a statutory notice will be published. The notice will outline details of the proposal and be published on the Council's web site and be displayed near the entrance of the school and schools which are subject to the proposals. Copies of the notice will be made available to the school to distribute to parents, guardians and staff members.</p> <p>Following publication there will be a 28 day period during which time formal written objections will be invited.</p> <p>The statutory notice will give details on how you may record your objections to the proposal.</p>
April 2016	<p>End of formal 28 day notice period for objections. County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications, in doing so the County Council will take into account any statutory objections that it received.</p> <p>Deadline to notify parents of intention to implement proposal.</p>
September 2016	Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

7. Appendix A – Community Impact Assessment

Community Impact Assessment

Ysgol Y Bynea - General Information

Ysgol Y Bynea is situated in the village of Bynea about three miles to the east of the town of Llanelli. The school is located on a pleasant, spacious site in the centre of the village. It serves the local community and the surrounding area and describes the social and economic circumstances of pupils attending the school as being relatively disadvantaged. The percentage of pupils entitled to free school meals is 41%, a figure which is significantly higher than the average for the County Council which is around 15% and the national average which is approximately 18%.

The school provides education for pupils between 4 – 11 but has provision to accommodate a nursery class for 3 – 11. Pupils are taught through the medium of English and Welsh being taught as a second language. In addition, the school provides education for traveller pupils.

The school provides an exceptional choice of after school activities which include clubs which cater for computers, art and a wide variety of sports activities. There is good provision to ensure continuity and progression in pupils knowledge and understanding of basic skills as they move through the school and the school has been awarded the Basic Skills Quality Mark for the fourth time the Eco-schools bronze award and four leaves of Healthy schools initiative.

The partnership with parents and the community is an outstanding feature of the work and activities of the school. The quality of the school's links with the community is excellent. Outstanding work has been carried out by the school in the building of relationships with the traveller community by way of designing a leaflet and participating in the children's website for Young Gypsies and Travellers. Ysgol Y Bynea is a totally inclusive school and all pupils irrespective of race, background and gender are treated equally ,with dignity and respect.

Catchment Area Analysis

Local / Catchment Area School

Carmarthenshire County Council recognises that there is an important relationship between a school and its community. The County Council has therefore identified a designated geographical area which the school serves and is referred to as the school's catchment area. Details of a school catchment area's are available at the school's and on the County Council's website or are available from the relevant Admissions Authority.

Whilst living in a school's catchment area does not guarantee admission to the school it is an important factor as it will give the application a higher priority than those from individuals who live outside the catchment area. Residency within the defined catchment area of a school is also important as it is one of the key criteria in assessing eligibility for assistance with home to school transport.

Prior to making an application for admission to a school the County Council strongly recommends that you contact, discuss and if possible visit your local school so that you are aware of the facilities and opportunities they are able to offer.

Most parents send their child to their local school but parents have a right to state a preference for other schools.

Children attending the school from inside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Ysgol Y Bynea catchment area indicated that of the 131 pupils on roll (FTE) 52 (Total Head Count) pupils lived within the catchment area.

Children attending the school from outside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Ysgol Y Bynea catchment area indicated that of the 131 pupils on roll (FTE) 79 (Total Head Count) pupils lived outside the catchment area.

Children within the catchment area attending other schools

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Ysgol Y Bynea catchment area indicated that of the 131 pupils on roll (FTE) 107 (Total Head Count) pupils lived within the catchment area of the school attended other schools.

Ysgol Y Bynea School Facilities / Activities

Ysgol Y Bynea offers pupils a breakfast club during term time between 8am and 9am. The school also offers after school clubs to pupils wishing to participate in various activities between Monday and Friday between 3:30pm and 5:30pm.

After school clubs which delivers and various activities (depending on the time of year) extend pupils learning experiences enabling them to participate in a range of outdoor activities and develop self-confidence and independence.

Community use of Ysgol Y Bynea school building

The community of Ysgol Y Bynea do not currently use the school building facilities.

Church in Wales Provision

Should parents wish to send their children to a school offering the church in Wales character their nearest school would be Pentip Voluntary Aided Primary school in Llanelli subject to parental preference.

8. Appendix B – Equality Impact Assessment

Carmarthenshire County Council Assessing Impact

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Carmarthenshire's approach to Equality Impact

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

Reporting on assessments

Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

**Carmarthenshire County Council
Assessing Impact**

Contact Name	Lowri Morgan	Title Miss		School Development Project Support Officer				
Service area	School Modernisation	Department		Education & Children				
Name of the activity / proposal								
To legally change the age range of Ysgol Y Bynea from 4-11 to 3-11 as soon as possible.								
Description of proposal	Policy	Procedure	Decision				Function	
Please detail the proposal and its main objectives	It is the County Council's proposal to legally change the age range of Ysgol Y Bynea from 4-11 to 3-11 as soon as possible to enable the incorporation of nursery provision.							
	Age	Disability	Gender reassignment	Sex	Sexual Orientation	Race – including ethnic, or national origin, colour or nationality	Religion or belief – including lack of belief	Welsh language
Is the activity/proposal relevant to the public specific duties relating to each equality strand? (Tick as appropriate)	N	N	N	N	N	N	N	N
Should the activity / proposal eliminate discrimination and eliminate harassment in relation to:	N	N	N	N	N	N	N	N
Should the activity / proposal promote equality of opportunity in relation to:	N	N	N	N	N	N	N	N

Potential impact

What do we know about the potential POSITIVE IMPACT of the activity / proposal on the following protected characteristics? (Also, please consider the potential impact on the Welsh language)
Briefly describe the nature of the impact.

Age	Yes
Disability	No impact anticipated
Gender reassignment	No impact anticipated
Sex	No impact anticipated
Sexual Orientation	No impact anticipated
Race	No impact anticipated
Religion or belief	No impact anticipated
Welsh language	No impact anticipated

Could the activity or proposal have an ADVERSE / NEGATIVE impact on the following groups?
(Please provide further information)

Age	No
Disability	No
Gender reassignment	No
Sex	No
Sexual Orientation	No
Race	No
Religion or belief	No
Welsh language	No

What improvements could be made to ensure that these impacts are addressed?

Consultation

Have you consulted with any of the protected groups or their representative bodies? If so please give details. What was the outcome?

Description of consultation	There has been informal and formal consultation on the proposals.
Outcome of consultation	

Information and Monitoring

What other information (e.g. reports, surveys, user monitoring or information from other sources) do you have to inform your decision?

None

<u>Mitigation</u>	
If adverse impact has been identified, what can be done to mitigate that impact?	
Please detail steps to be taken to mitigate any adverse impact	N/A
Describe any actions taken to maximise the opportunity to maximise equality, i.e. changes to the activity / proposal, regulation, guidance, communication, monitoring or review	N/A
Have there been any changes to the activity / proposal as a result of conducting this EqIA?	N/A
The duty specifically requires the Authority to have due regard to the results of the Equality Impact Assessments. Having considered the potential or actual impact on protected groups what is the next step for this activity / proposal?	
No major change (your assessment demonstrates that the policy is robust. The evidence shows no potential for discrimination)	*
Adjust the policy (you will take steps to remove barriers, to better advance equality or foster good relations)	
Continue the policy (you will adopt or continue, despite potential for adverse impact. You must note justification in this case)	
Stop and remove the policy (if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether)	
<u>Context</u>	
Is this proposal part of a wider plan which would place it in context?	
Details of context of the proposal	21st Century Schools Programme Modernising Education Programme
<u>Monitoring</u>	
Please outline your plans to monitor the ongoing impact on the affected group(s)? No affected groups identified	
<u>Other information</u>	
Is there anything else which ought to be recorded? N/A	

Date of completion	As soon as possible
Review date	N/A

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact
Corporate Policy Team
Chief Executive's Department
01267 22(4914) / (4676)
equalities@carmarthenshire.gov.uk

Please send a copy of the assessment to the above e-mail address upon completion.

9. Appendix C – Flying Start

Flying Start

Flying Start service is a Welsh Government funded programme, which provides intensive support services to 0-3 year old children and their families who live in disadvantage areas within Carmarthenshire.



It is a targeted programme now available in 12 geographical areas in the County. These are Betws in the Ammandford area, Bigyn, Felinfoel, Morfa, Lakefield/Copperworks, Dafen Llwynhendy and Bynea in the Llanelli area, Carway, Pwll West/Maengwnne, Trimsaran and Richmond Park and Carmarthen Town North in the Carmarthen area. (*Strict postcode eligibility does apply*)

Four further areas have been approved by the Welsh Government namely; Pantyffynnon (Ammanford), Garnant, Glanamau and Burry Port Central and Pembrey.

Children aged 2-3 years, living in Flying Start areas are entitled to free part time childcare for 12.5 hours per week, which is equivalent to two and a half hours per day, Monday to Friday for 42 weeks of the year. This programme has expanded significantly in recent years.

The focus of the service is on the **child** and in particular to ensure that all children develop their language, social skills, emotionally, physically in order to be ready to begin school. Through early identification of needs Flying Start aims to put support services in place to address those needs within the family. This is achieved through **four** main service areas.

1. Health Visiting & Midwifery Service

Providing an intensive Health Visiting service; with 8 newly established Health Visitor posts and a reduced caseload, Health Visitors have the capacity to visit families more frequently and provide one to one support in the home. From the time a new born baby is born, each Flying Start family is supported to develop and bond with their baby, supporting mum in particular with her emotional and mental health, provide weekly clinics promoting the uptake of immunisations, giving general baby health advice, on weaning, creating routines and sleep patterns. Baby Massage courses can also be offered, informing parents about baby bonding and creating attachment which can help alleviate and soothe a baby during illness, or teething and general growth. The Health Visiting Service continues up to the age of 4 years old, when the child's health care is handed over to the school nurse on entry to school.

Specialist Midwifery service – for those more vulnerable families who need additional support with identified intense needs, a midwife service is available ante-natally offering advice on staying well during pregnancy. This service is on a referral basis only from your Community Midwife.

Speech and Language Therapy service – this service is available for families and their children on a one to one basis in their homes, where children have been

identified as having developmental or language delays. Flying Start Support Officers deliver a six week home speech & language programme and encourage parents to continue the language work on a continual basis after the sessions are complete.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

2. Free Childcare for 2-3 Year Old Children

Children living in Flying Start areas are entitled to free part-time childcare for twelve and a half hours per week, which equates to two and a half hours per day, Monday to Friday, for 42 weeks of the year. Flying Start have purchased childcare places from the following providers:

- Cylch Y Felin, Betws in Betws Community Primary School
- St Paul's Family Centre in Bigyn
- Myrtle House Day Nursery in Bigyn
- Cylch Meithrin Carway in Carway Primary School
- Cylch Meithrin Felinfoel, in the Community Education Centre, Felinfoel
- Jellitotz Playgroup at Pen-y-Morfa Community Hall, Morfa
- Teddybears Nursery at the Dewi Sant Centre, Llanelli
- The Children's Centre, Llwynhendy
- Ty Ni Family Centre, Carmarthen Town
- Ty Hapus Family Centre, Park Hall Estate, Carmarthen
- Argel Family Centre, Johnstown

The Flying Start Early Years Teacher works with each childcare setting in order to develop suitable curriculum plans and activities which stimulate two year olds' development. The emphasis is on setting standards which produce 'quality' childcare provision across all 11 childcare settings.

Please telephone 01554 742468 to see if you are eligible for any of these free services and to check for availability of vacant childcare places.

3. Parenting Programmes

Parents living in Flying Start areas are supported further by having the opportunity to attend a range of parenting programmes, which aim to give them the skills to parent effectively. Some courses are especially for new parents with new born babies to encourage baby bonding and attachment. As children grow further programmes are available which build parent's confidence to handle their children's behaviour, promote positive parenting, creating positive approaches to building healthy relationships with their children. Courses range from:

- **'How to get to know your Baby'** (Webster Stratton) programme – for new parents with new born babies and children up to 12 months old
- **Neo-Natal Assessment Screening** – this is an assessment carried out with parent and child which encourages baby bonding and attachment
- **'Baby Massage'** – for new born babies and up to 12 months old
- **'Incredible Years'** (Webster Stratton) programme – for toddlers 2-3 year olds
- **'Handling Children's Behaviour'** – for toddlers 2-3 year olds.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

4. Basic Skills programmes

Language and Play (LAP) courses are available to families living in Flying Start areas, which encourage parents how to interact and play with their children in a positive way to promote and stimulate their child's language development, including increasing their range of words and vocabulary. This is a very popular course with parents as it stimulates a 'feel good factor' which promotes a strong healthy relationship with parent and child. Parents will talk, play and create craft activities with their children, use available resources, sing songs and nursery rhymes, all in the effort for the child to 'learn through play'. The Numbers and Play (NAP) courses are equally as popular and very similar, using words associated with figures, numbers, and shapes to promote language development.

Story sessions at local libraries and on the Story Bus are also available and organised periodically throughout the year and are promoted locally.

10. Appendix D – Area Profile

Bynea - (Bynea 1 (**SA14 9LT**) part of this postcode lies in Bynea 2 (**SA15 4AL**).

WIMD 2011 based on fine-grained geography of lower Super Output Areas (LSOAs). The WIMD is compiled from eight domains, Income, Employment, Health, Education, Housing, Access to services, Physical Environment, and Community safety and is published at Lower Super Output Area of which are 112 in Carmarthenshire.

Under WIMD, where Rank 1 is the most deprived Bynea 1 ranks 56 out of 112 LSOAs in Carmarthenshire. Bynea 2 ranks 17 out of 112 LSOAs in Carmarthenshire..

LSOA	WIMD Overall 112	Employment Carms 112	Income Carms 112	Health Carms 112	Education Carms 112	Housing Carms 112	Physical Environment Carms 112	Access to Services 112	Community Safety Carms 112
Bynea 1	56	68	90	43	67	5	4	56	72
Bynea 2	17	16	17	27	14	66	67	67	54

Area Profile for Postcode: SA14 9LT: (Bynea 1 LSOA Code: W10000635)

Population:	2,265
Welsh Language:	People with knowledge of Welsh: 46.9% Can speak Welsh: 30.8% Can speak, Read and Write Welsh: 22.0% Can speak Welsh (Age 3-15):7.0% No skills in Welsh:53.2%
Number of Children & Young People:	19.2% (Aged 0-15) 9.6% (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 95.9% White (Irish): 0.4% White (Other): 2.2% Mixed (White/Black Caribbean): 0.0% Asian British (Indian) 0.3% Asian British (Other Asian): 0.5% Other Ethnic Group: 0.4%
Religion:	Christian: 60.0% Buddhist: 0.2% Hindu: 0.1% Jewish: 0.0% Muslim: 0.3% Sikh: 0.0% Other Religion: 0.4% No Religion: 31.4% Religion Not Stated: 7.5%
Deprivation Ranking:	Total number of Households: 916 Total households not deprived in any dimensions: 483 No of households Deprived of between 1-4 dimensions: 433

Area Profile for Postcode: SA15 4AL: (Hengoed 2 LSOA Code: W10001925)

Population:	2,333
Welsh Language:	People with knowledge of Welsh: 49.7% Can speak Welsh: 32.9% Can speak, Read and Write Welsh: 24.9% Can speak Welsh (Age 3-15):6.5% No skills in Welsh:50.4%
Number of Children & Young People:	17.3% (Aged 0-15) 9.9% (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 96.0% White (Irish): 0.1% White (Other): 1.8% Mixed (White/Black Caribbean): 0.2% Asian British (Indian) 0.4% Asian British (Other Asian): 1.0% Other Ethnic Group: 0.5%
Religion:	Christian: 63.4% Buddhist: 0.3% Hindu: 0.3% Jewish: 0.2% Muslim: 0.1% Sikh: 0.0% Other Religion: 0.5% No Religion: 26.3% Religion Not Stated: 8.9%
Deprivation Ranking:	Total number of Households: 980 Total households not deprived in any dimensions: 399 No of households Deprived of between 1-4 dimensions: 581

11. Appendix E – Response Pro-forma

Please provide us with your comments on the proposals regarding future provision for primary pupils residing in the Ysgol Y Bynea catchment areas.

Your comments:

Do you have any other issues that you wish to bring to our attention?

Please tick box if you wish to be notified of the publication of a consultation report.

Signature _____

Print Name _____

Position /

Category of

Respondent

(E.g. parent) _____

Address _____

Postcode _____

Date _____

Please note that unless you indicate otherwise your comments will be open to the public as part of the formal records of the consultation.

Please detach this form and return to: Department for Education and Children's Services, Building 2, St David's Park, Jobs Well Road, Carmarthen. SA31 3HB or E-mail to DECMEP@carmarthenshire.gov.uk no later than 29th January 2016.

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BYNEA PRIMARY SCHOOL

**CHANGE TO THE AGE RANGE OF BYNEA
PRIMARY SCHOOL FROM 4-11 TO 3-11**

CONSULTATION DOCUMENT

Supplementary Information

21 December 2015

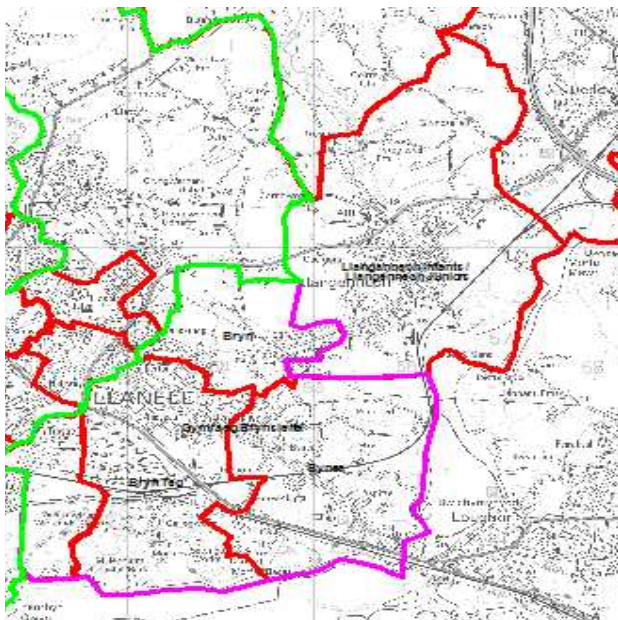
Any risks associated with the proposals and any measures required to manage these.

Risk		Counter Measure
1.	Failure to obtain statutory approval to implement the proposal.	- Follow guidelines as set out in the School Organisation Code 2013
2.	Integration of pupils into the new school.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school

The names, locations and categories of all existing schools likely to be affected by the proposals.

It is anticipated that the following schools would only be affected by this proposal:

- Brynsierfel
- Bryn Teg
- Llangennech (Infants)
- Llangennech (Juniors)
- Bryn
- Coedcae
- Y Strade



Pupil Numbers

The tables below show the pupil numbers for Brynsierfel, Bryn Teg, Llangennech Infants, Llangennech Juniors, Bryn

Ysgol Brynsierfel															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	9	0	8	21	0	28	25	29	23	21	23	23	0	210	201.5
2014	12	0	16	11	0	24	28	23	20	24	22	19	0	199	185
2013	7	0	11	14	0	30	23	22	24	25	19	20	0	195	186
2012	7	1	13	17	0	25	23	24	24	19	19	21	0	193	183
2011	9	0	10	12	0	23	23	24	20	19	23	20	0	183	173.5

**Ages as at 31/08/14*

Ysgol Bryn Teg															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	12	3	0	34	0	29	26	33	36	29	33	26	0	261	255
2014	16	1	0	32	0	29	35	37	28	32	26	20	0	256	248
2013	8	0	0	25	0	35	35	25	28	30	18	26	0	230	226
2012	10	0	0	39	0	36	28	29	28	19	22	20	0	231	226
2011	18	0	0	36	0	32	31	25	19	24	18	24	0	227	218

**Ages as at 31/08/14*

Llangennech Infants															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	38	0	54	61	63	0	0	0	0	0	216	216
2014	0	0	0	27	0	59	61	72	1	0	0	0	0	220	220
2013	0	0	0	33	0	59	72	54	0	0	0	0	0	218	218
2012	0	0	0	30	0	72	51	55	0	0	0	0	0	208	208
2011	0	0	0	47	0	54	57	50	0	0	0	0	0	208	208

**Ages as at 31/08/14*

Llangennech Juniors															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	0	0	0	0	0	70	55	55	50	0	230	230
2014	0	0	0	0	0	0	0	0	56	52	48	46	0	202	202
2013	0	0	0	0	0	0	0	1	53	47	43	56	0	200	200
2012	0	0	0	0	0	0	0	0	48	42	55	55	0	200	200
2011	0	0	0	0	0	0	0	0	40	54	54	46	0	194	194

**Ages as at 31/08/14*

Ysgol Bryn															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	4	0	10	25	0	29	30	23	21	23	29	28	0	222	215
2014	14	0	13	22	1	34	29	29	28	29	32	30	0	261	247
2013	13	0	17	21	0	32	32	35	33	31	33	19	0	266	251
2012	10	0	8	23	0	30	32	32	29	30	19	31	0	244	235
2011	11	0	8	19	0	28	30	29	28	18	30	28	0	229	219.5

**Ages as at 31/08/14*

Pupil Projections

School	Actual NOR Jan 2015	Projections – Number on Roll				
		Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Bynea	131	138	143	140	137	138
Brynsierfel	201.5	203.5	206.5	211.5	214.5	211.5
Bryn Teg	255	260	259	261	255	253
Llangennech (Infants)	216	212	209	207	205	203
Llangennech (Juniors)	230	243	249	253	241	235
Bryn	215	211	207	210	215	217

Pupil Capacity

School	Capacity Jan 15 MCSW
Bynea	167
Brynsierfel	240
Bryn Teg	240
Llangennech (Infants)	210
Llangennech (Juniors)	240
Bryn	246

Accommodation

School	Overall Condition	Suitability
Bynea	A – Good	B – Satisfactory
Brynsierfel	A – Good	A – Good
Bryn Teg	A – Good	A – Good
Llangennech (Infants)	B – Satisfactory	B – Satisfactory
Llangennech (Juniors)	C – Poor	B – Satisfactory
Bryn	A – Good	A – Good

Learner Outcomes

It is not anticipated that learner outcomes will be adversely affected during the change to the age range from 4-11 to 3-11. Indeed, we are wholly confident that learner outcomes will be enhanced as learners are integrated into an appropriate learning environment from an earlier age. All aspects of provision and outcomes will be monitored in line with the high expectations and processes of our regional school improvement service – ERW.

In addition, the County Council collects and collates learner outcomes on a regular and systematic basis to ensure the frequent monitoring and progression of standards across all core areas of learning. This will continue throughout the proposal of change to ensure that learner outcomes are continuously monitored and not affected as a result of the proposal. Central to this work will be the support and challenge work undertaken by ERW Challenge Advisers within the school. This activity will include a menu of scheduled visits focusing on analyses of pupil outcomes and the quality of teaching provision and learning. It is important to note that the findings of this work are always shared directly with the Governing Body. This ensures the highest levels of whole school accountability are firmly in place in support of learners' outcomes.

ERW Challenge Advisers place much emphasis on a school's ability to demonstrate high levels of 'valued added performance' based on an individual learner's benchmark starting point. This aspect will remain a key feature of the monitoring and review of the school's performance during this period.

Impact of the proposal

The most likely impact of the proposal to integrate a nursery in Pwll School on the quality of the Estyn report would improve the learning environment and experience and would provide a more coherent Foundation Phase for the young learners. This would be by the elimination of a stage of transition between nursery and reception, and the continuity of staffing and data transfer for individual pupils especially in teacher, care and support for pupils aged 3 – 11 years and provide the learning opportunities in a single through primary school that are available in other neighbouring schools in Carmarthenshire.

Advantages of nursery provision

There are many advantages to attending a school which offers nursery provision, these includes;

- Children that attend a nursery setting within the school find the transition to primary education from nursery easier and often 'settle' quicker than children who have not had access to nursery provision.
- Issues in relation to additional learning needs can be identified at an earlier stage before the child attends full time primary education.
- Studies have shown that children attending pre-school nursery enhance their cognitive and social / behavioural development compared to children not attending nursery.

Having a nursery within a school setting also benefits the school as parents tend to send their children on to the school that provides Early Years Education which improves the numbers attending the school.

Publication Process

The statutory notice will be published on Carmarthenshire County Council's website and posted in the named and neighbouring schools within the locality. Copies of the notice will be made available to the school to distribute to pupils, parents, guardians and staff members (the school may also distribute the notice by e-mail).

The notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days. If objections are received an objection report will be published on the Carmarthenshire County Council website. Hard copies of the report will also be available on request. The report will summarise the issues raised and provide Carmarthenshire County Council's response to those objections.

Who will be consulted?

Staff (Teaching and Ancillary) Ysgol Y Bynea	Governors and Parents, Ysgol Y Bynea
Carmarthenshire Children's Partnership Child Care / Early Years** Communities First Partnership	Community Councillors Llanelli Rural Council Llanelli Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Bryniserfel, Bryn Teg, Llangennech Infants, Llangennech Juniors, Secondary Schools Coedcae, Ysgol Y Strade)

**Mudiad Ysgolion Meithrin and any private nursery provision will be informed through the Child Care / Early Years provision section of the Education and Children's Services Department.

Further Questions

If you have any further questions in relation to the proposal please let us know by no later than **Friday, 29th January 2016**:

By letter:

**Director of Education and Children's Services
Building 2
St. David's Park
Jobs Well Road
Carmarthen
SA31 3HB**

By e-mail:

DECMEP@carmarthenshire.gov.uk

By completing the on-line pro-forma

By putting your comments in the following box?

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CONSULTATION REPORT

**Proposal to change the age range from 4-11 to 3-11 in
Bynea Primary School**

Appendix A

List of Respondents to the Consultation Document

Bynea Primary School Observation Received List

No observations were received

Appendix B

**Summary of observations received following publication of the Consultation Document
and Local Authority related responses**

Appendix C

ESTYN RESPONSE TO CONSULTATION DOCUMENT

Estyn response to the proposal to change the age range of Ysgol y Bynea from 4 – 11 to 3 - 11

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia, which deliver school improvement services to the schools within the proposal.

Introduction

The proposal is by Carmarthenshire County Council.

The proposal is to change the age range of Ysgol y Bynea from 4 – 11 to 3 - 11.

Summary / Conclusion

The proposer has clearly outlined the benefits of the proposal in addressing the issue of facilitating effective transition into the school from Bynea Flying Start provision.

It is Estyn's opinion that the proposal is likely to at least maintain the current standards of education in the area.

Description and benefits

The proposer has provided a clear rationale for the proposal. It is to ensure that pupils have a seamless transition from the Flying Start provision currently based at the school into nursery provision. Currently Flying Start provides for children ages 2-3 years and the current age range of the school is 4-11 years. Therefore, there is a gap in provision within the school for children between the ages of 3 and 4.

The proposer has appropriately considered the relative advantages of the proposal. However, the proposer has not identified any disadvantages or how it currently provides for these children at present and as such has not sufficiently considered effect on any other provision. For example, the proposer has not considered any possible risk to the Cylch Meithrin based at

Llwynhendy Integrated Children's Centre that is within 1-mile radius of Ysgol y Bynea. The proposer has considered the risk that other schools in the area may be affected by the proposals concerning the number of children attending nearby schools. The data shows that other schools in the surrounding area are currently above their capacity and that Ysgol y Bynea has sufficient surplus places. The proposer has suitably demonstrated that the proposal will slightly reduce the surplus places currently at the school.

The proposer has not shown that it has considered other alternatives to this current proposal.

The proposer has suitably considered the impact of the proposal on learner travel arrangements, which is likely to be limited. It intends to support home to school travel in line with the council's home to school transport policy.

The proposer has completed a suitable fairness and equalities impact assessment that clearly considers the impact of the proposals on pupils demonstrating the protected characteristics. The assessment appropriately considers the positive impact of this proposal to provide for the age of pupils between 3 and 4. This assessment also considers the impact of the proposals on the Welsh language and reasonably concludes that there is no impact on Welsh medium provision in the area.

Educational aspects of the proposal

The proposer has not provided any data on the school's current performance apart from that the school is currently in standards group 3 considering national categorisation. The local consortium has placed the school in the yellow colour coded support category that indicates that the school knows what it is doing well and what it needs to improve. The proposer has also appropriately considered the most recent Estyn inspection outcomes for Ysgol y Bynea. The proposer has not suitably considered the impact on outcomes or leadership at the school.

The proposer believes that the proposal will have a positive impact on the learning experiences for pupils. The proposer has appropriately considered the likely impact of the proposals to ensure delivery of the full curriculum at the Foundation Phase. The proposer believes that the proposal would improve the learning environment and experience and would provide a more coherent Foundation Phase for learners by eliminating the stage of a transition between nursery and reception. It has also suitably considered the likelihood of more effective transition between Foundation Phase and key stage 2.

The proposer has suitably considered the condition of the building for the proposal but has not identified how the new provision will be accommodated within the school.

The proposer suitably considered that the proposal would not impact on the current provision offered for pupils with special educational needs.

The Local Authority's response to Estyn

The proposer has not provided any data on the school's current performance apart from that the school is currently in standards group 3 considering national categorisation. The local consortium has placed the school in the yellow colour coded support category that indicates that the school knows what it is doing well and what it needs to improve. The proposer has also appropriately considered the most recent Estyn inspection outcomes for Ysgol y Bynea. The proposer has not suitably considered the impact on outcomes or leadership at the school.

The content of the proposal will both reinforce and enhance current partnership in an effective and practical manner. All partners will benefit from additional tiers of collaboration which will be in place to support individual learner needs from the age of three onwards. The beneficial impact and progress of such collaboration will be monitored and reviewed on a regular basis during link partnership meetings.

Appendix D

Consultation with the Pupils

Consultation undertaken on the 3rd February 2016

By

Mrs Mari Owen

Associate Challenge Adviser

Carmarthenshire County Council

Carmarthenshire County Council

Listening to 'Learner Voice'

School – Bynea

Date: - 3rd February 2016

Session undertaken by Mari Owen

Interviewed School Council

1. Would you like to be part of a bigger school / that has more pupils?

Comments

- Pupils thought it was a good idea to welcome new pupils of 3 years old to the school and make it a bigger school.

2. Do you think it's a good idea for the school to become 3-11?

Comments

- Making Bynea a 3 – 11 school would mean more learning time for pupils and so it would be a good idea.
- 'Flying start' is for 2-3 year olds on the school site already and so a nursery class for 3 year olds would make sense.

3. What would be the advantages of a 3 - 11 school? What would you look forward to most?

Comments

- Pupils would look forward to 'learning loads'!
- Allowing 3 year olds to come to Bynea School would allow parents to go shopping or go to work.
- Parents wouldn't have to worry about finding a place in a nursery for their children, they could come to Bynea School
- Being a 3 – 11 school would make sure that little children would not go to other schools instead of Bynea.

4. Are there any disadvantages? Is there anything that you would be worried about?

Comments

- There are no disadvantages
- Pupils are not worried about being in a 3 – 11 school

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CYNGOR SIR CAERFYRDDIN

Neuadd y Sir, Caerfyrddin, SA31 1JP

Hysbysir trwy hyn yn unol ag Adran 42 o Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 (y Ddeddf) a'r Còd Trefniadaeth Ysgolion fod Cyngor Sir Caerfyrddin (y Cyngor), ar ôl ymgynghori â'r cyfryw bersonau ag sy'n ofynnol, yn cynnig newid ystod oedran Ysgol y Bynea, Heol Saron, Y Bynea, Llanelli, SA14 9LT o 4-11 i 3-11 a darparu 19 o leoedd meithrin. Cynhelir yr ysgol gan Gyngor Sir Caerfyrddin. Y bwriad yw rhoi'r cynnig ar waith ar 1 Ionawr 2017.

Cynhaliodd y Cyngor gyfnod ymgynghori cyn penderfynu cyhoeddi'r cynnig hwn. Mae adroddiad ar yr ymgynghoriad sy'n cynnwys crynodeb o'r materion a godwyd gan ymgynghorion, ymatebion y cynigwyr a barn Estyn ar gael ar www.sirgar.llyw.cymru

19 fydd nifer y disgyblion a dderbynnir pan fyddant yn 4/5 oed yn y flwyddyn ysgol gyntaf y gweithredir y cynnig. Bydd capasiti'r ysgol o ran disgyblion 3-11 oed, pan fydd y cynnig wedi ei gyflwyno, yn 157. Bydd 19 o leoedd meithrin ar gael.

Ni fydd newid i ddalgylch yr ysgol.

Cyn pen 28 diwrnod ar ôl dyddiad cyhoeddi'r cynnig hwn, hynny yw erbyn 2 Mehefin 2016, gall unrhyw berson wrthwynebu'r cynnig hwn. Dylid anfon gwrthwynebiadau at Mr Robert Sully, Y Cyfarwyddwr Addysg a Gwasanaethau Plant, Cyngor Sir Caerfyrddin, Adeilad 2, Parc Dewi Sant, Heol Ffynnon Job, Caerfyrddin, SA31 3HB neu gellir anfon neges e-bost at aaprma@sirgar.gov.uk

Llofnodwyd: Mr Robert Sully
Y Cyfarwyddwr Addysg a Gwasanaethau Plant
Ar ran Cyngor Sir Caerfyrddin

Dyddiedig: 6 Mai 2016

NODYN ESBONIADOL

(Nid yw'r Nodyn Esboniadol hwn yn rhan o'r Hysbysiad – yn hytrach fe'i cynigir er mwyn egluro)

1. Bwriad yr Awdurdod yw newid ystod oedran Ysgol y Bynea o 4-11 i 3-11.
2. Os bydd plentyn yn cael ei dderbyn i'r dosbarth meithrin nid yw hyn yn rhoi hawl i'r plentyn gael lle llawn amser yn yr ysgol yn ddi-fyn a bydd rhaid gwneud cais newydd.
3. Mae gan ddisgyblion meithrin yr hawl i addysg rhan amser o ddechrau'r tymor yn dilyn eu penblwydd yn 3 oed. Caiff addysg rhan-amser ei ddiffinio fel 5 sesiwn bore neu brynhawn bob wythnos. Bydd disgyblion meithrin yn cael yr hawl i fynychu yn llawn amser ar ddechrau'r tymor cyn eu penblwydd yn 4 oed.

Bydd y newid arfaethedig yn digwydd ar 1 Ionawr 2017.

CARMARTHENSHIRE COUNTY COUNCIL

County Hall, Carmarthen, SA31 1JP

Notice is hereby given in accordance with Section 42 of the School Standards and Organisation (Wales) Act 2013 (the Act) and the School Organisation Code that Carmarthenshire County Council (the Council) having consulted such persons as required, propose to change the age range of Bynea School, Saron Road, Bynea, Llanelli, SA14 9LT from 4-11 to 3-11 and provide 19 nursery places. The school is maintained by Carmarthenshire County Council. It is proposed to implement the proposal on 1 January 2017.

The Council undertook a period of consultation before deciding to publish this proposal. A consultation report containing a summary of the issues raised by consultees, the proposer's responses and the views of Estyn is available on www.carmarthenshire.gov.wales

The admission number (AN) for pupils aged 4/5 in the first school year in which the proposal has been implemented will be 19. The capacity of the school for pupils aged 3-11 once the proposal is implemented will be 157. There will be 19 nursery places.

There will be no change to the school's catchment area.

Within a period of 28 days after the date of publication of this proposal, that is to say by 2 June 2016, any person may object to this proposal. Objections should be sent to Mr Robert Sully, Director of Education and Children's Services, Carmarthenshire County Council, Building 2, St David's Park, Job's Well Road, Carmarthen, SA31 3HB or e-mail to DECMEP@carmarthenshire.gov.uk

Signed: Mr Robert Sully
Director of Education and Children's Services
For Carmarthenshire County Council

Dated: 6 of May 2016

EXPLANATORY NOTE

(This Explanatory Note does not form part of the Notice but is offered by way of clarification)

1. It is the Authority's intention to change the age range of Bynea School from 4-11 to 3-11.
2. Admission to the nursery does not automatically entitle a child to a full-time place in the school and a new application must be made.
3. Nursery pupils are entitled to part-time education from the beginning of the term following their third birthday. Part-time is defined as 5 morning or afternoon sessions per week. Nursery pupils will be entitled to attend on a full-time basis at the start of the term preceding their 4th birthday.

The proposed change will take place on 1 January 2017.

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EXECUTIVE BOARD

4th JULY 2016

MODERNISING EDUCATION PROGRAMME (MEP)

PROPOSAL TO CHANGE THE AGE RANGE OF PEMBREY PRIMARY SCHOOL FROM 4-11 TO 3-11

Recommendations / Key decisions required:

It is recommended that the Executive Board approves:

- To proceed with the proposal to change the age range of Pembrey Primary School from 4-11 to 3-11 and to recommend to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

Reasons:

To comply with statutory procedures and guidance in relation to school re-organisation.

Relevant Scrutiny Committee Consulted – Unfortunately, due to the constricted statutory process it has not been possible to consult with the ECS Scrutiny Committee at this stage. However, at all previous stages to date the ECS Scrutiny Committee has unanimously resolved to proceed with the proposals to change the age range of Pembrey Primary School from 4-11 to 3-11. In addition, no objections were received to the Statutory Notice.

Executive Board Decision Required – YES 4th July 2016

Council Decision Required – YES (13th July)

Executive Board Member Portfolio Holder: Cllr. Gareth Jones (Education & Children)

<p>Directorate: Education & Children</p> <p>Name of Head of Service: Gareth Morgans</p> <p>Report Author: Simon Davies</p>	<p>Designations:</p> <p>Chief Education Officer</p> <p>School Modernisation Manager</p>	<p>Tel Nos. / E-Mail Addresses:</p> <p>01267 246450 EDGMorgans@carmarthenshire.gov.uk</p> <p>01267 246471 SiDavies@carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY

EXECUTIVE BOARD 4th JULY 2016

MODERNISING EDUCATION PROGRAMME PROPOSAL TO CHANGE THE AGE RANGE OF YSGOL GYNRADD PEMBREY FROM 4-11 TO 3-11

The Flying Start programme in Carmarthenshire is a Welsh Government prevention initiative, providing families with children aged 0-3 years with a range of targeted intensive prevention services, who live in geographic areas of deprivation within Carmarthenshire

The provision of good quality childcare for children from 2-3 years of age is the centre-piece of service delivered under the Flying Start initiative. The quality childcare provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and in the long term.

As a result of the original eight and more recently an additional nine geographic areas being identified to receive targeted services, Flying Start currently commission childcare based in a number of Carmarthenshire Primary Schools.

The age range of Pembrey CP School is currently age range 4-11. This has presented the Authority with a challenge whereby children can benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme located on school sites is to facilitate entry into school at the age of three. Therefore, to ensure continuity of progression for these disadvantaged children into primary school, the Authority has arranged for nursery provision to commence at these schools. The children can now benefit from interventions through the Flying Start programme until they are admitted to school. The Headteachers and Governing Bodies of these schools have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a statutory proposal to be published to formalise arrangements.

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Pembrey School from 4-11 to 3-11 as soon as possible, through formal statutory procedures.

In accordance with County Council's instructions, a formal consultation exercise was undertaken from 7th December 2015 to 29th January 2016. The results of the consultation exercise are contained in the attached report.

The consultation report which summarised all of the observations received and the Local Authority's responses to these observations was presented to the ECS Scrutiny Committee, Executive Board and ultimately to the County Council for decision of whether or not to publish a statutory notice to implement the proposal.

In April 2016 approval was given by the County Council for the publication of the Statutory Notice. The Statutory Notice (attached) was published on May 6th 2016. The notice provided objectors with 28 days in which to forward their objections in writing to the Council. The Statutory Notice period ended on 2nd June 2016. No objections were received to the Statutory Notice.

As this proposal commenced under the Authority's previous arrangements for determining school organisation proposals, the Executive Board are provided the opportunity to offer comment and a recommendation to County Council whether or not to implement the proposal as detailed in the Statutory Notice.

Should the County Council decide to implement the proposal the age range of Pembrey Primary School will change from 4-11 to 3-11 from 1 January 2017.

Recommendation

That the Executive Board recommends to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

DETAILED REPORT ATTACHED?	YES: Consultation Document Supplementary Information Consultation Report Statutory Notice
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **G. Morgans**

Chief Education Officer

S. Davies

School Modernisation Manager

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	YES	YES	NONE

1. Policy, Crime & Disorder and Equalities

Developments are consistent with the Authority's Welsh in Education Strategic Plan 2014-17, Corporate Strategy, Children and Young People's Plan and the Modernising Education Strategic Outline Programme.

2. Legal

Appropriate consultation will need to be initiated in accordance with the relevant statutory procedures.

3. Finance

Revenue implications will be catered for within the Local Management of Schools Fair Funding Scheme.

4. ICT

NONE

5. Risk Management Issues

Continuing with current age range of schools would not reflect the present position. The statutory consultation process needs to be completed to formalise arrangements.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: G. Morgans
S. Davies

Chief Education Officer
School Modernisation Manager

1. Scrutiny Committee

The Education and Children's Services Scrutiny Committee were notified of the Statutory Notice Period.

2. Local Member(s)

Local Members, Cllr. Shirley Matthews, Cllr. Hugh Shepardson were notified of the Statutory Notice period.

3. Community / Town Council

Pembrey and Burry Port Town Council were notified of the Statutory Notice period.

4. Relevant Partners

Not applicable.

5. Staff Side Representatives and other Organisations

Teaching and non-teaching staff unions were notified of the Statutory Notice period.

No objections were received during the Statutory Notice period.

Staff (Teaching and Ancillary) Pembrey C.P.School	Governors and Parents, Pembrey C.P.School
Carmarthenshire Children's Partnership Child Care / Early Years ** Communities First Partnership	Community Councillors Pembrey & Burry Port Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

Section 100D Local Government Act, 1972 – Access to Information		
List of Background Papers used in the preparation of this report:		
These are detailed below.		
Title of Document	File Ref No.	Locations that the papers are available for public inspection
Planning School Places - Primary Schools – The Way Forward		www.carmarthenshire.gov.uk – the County Council Agenda 9 Pre 28/06/2004) – 11/04/2001
Modernising Education Provision Strategy and Draft Implementation Plan		www.carmarthenshire.gov.uk – Education and Learning – Useful Links
Modernising Education Provision Timeline/ Rollout:		www.carmarthenshire.gov.uk – Executive Board Agenda – 31/05/2005
Modernising Education Provision Update / Revised Draft Timetable		www.carmarthenshire.gov.uk – Executive Board Agenda – 24/07/2006
Modernising Educational Provision Future Use/Disposal of Redundant Land and Buildings arising from the MEP programme		www.carmarthenshire.gov.uk Executive Board – 31/05/05
School Organisation Code		http://gov.wales/topics/educationandskills/publications/guidance/school-organisation-code/?lang=en
MEP Annual Report 2013/14 and Programme 2014/15		http://www.carmarthenshire.gov.uk/ County Council Agenda 14 th January 2015
Strategic Outline Programme 21 st Century Schools		Strategic Outline Programme 21st Century Schools
Carmarthenshire’s Welsh in Education Strategic Plan 2014- 2017		http://www.carmarthenshire.gov.uk/english/welsh/pages/trafodiaith.aspx
Consultation Document		http://www.carmarthenshire.gov.wales/home/resident/s/education-schools/modernising-education-programme/primary-schools/pembrey/

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DEPARTMENT FOR EDUCATION & CHILDREN

Our Vision.....Carmarthenshire is a community where children are safe and nurtured and learners of all ages are supported to achieve their full educational potential

Consultation on the proposal to change the age range of Pembrey from 4–11 to 3–11.

CONSULTATION DOCUMENT

Robert Sully
Director of Education & Children's Services

7th December 2015



**Safeguarding Children and
Improving Education Standards for All**

School Modernisation Section

Simon Davies, School Modernisation Manager (tel. 01267 246471)

Status of Document : final

If you require this information in large print, Braille or on audiotape please contact the Department for Education & Children 01267 246474.


Foreword

As part of its statutory obligation to keep the number and type of school places under review, the County Council has adopted a wide-ranging programme designed to improve school buildings and enhance opportunities for learning. The strategy reflects the vision and policies established by the County Council which embraces the requirement to deliver services, to clear standards – covering both cost and quality – by the most economic and effective means. In our drive to continually improve on the services made available to all learners, we must maximise the finite resources available to the Council, and continue to work in partnership with all those who have a contribution to make to the process of learning and the well being of both children and their families. Schools of the future will need to serve as a focus for a wide range of services dedicated to serving the needs of the community through a joined up approach.

Carmarthenshire is blessed with many very able teachers but the continuing changes to the curriculum places a heavy demand on their skills to meet the wide ranging demands of all children. Although the processes of learning, and skills of teaching, are extremely important, deep subject knowledge on the part of the teacher is essential if learners with their various gifts in different areas are to discover and develop their talents to the full.

Schools designed to meet current demands are expected to provide a broad and balanced curriculum through high quality and inspirational teaching. In the planning of new provision it will be important to ensure that our schools are properly equipped to enhance opportunities for social inclusion, sustainable development, equal opportunities and bilingualism. In practical terms we need to ensure that provision reflects the changing patterns of population, with schools based in the right location with accommodation and facilities fit to serve the needs of all learners in the twenty first century.

Consultation will follow the guidelines established by the Welsh Government and will involve identified interested parties. The information set out in this document is intended to clarify the proposals for your school and support the consultation process.



Robert A Sully
Director of Education & Children's Services

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1. Introduction

Carmarthenshire County Council has a legal responsibility to review the number and type of schools it has in the area and whether or not it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

As part of this process the Council has published its vision on how it sees the future for all of the primary schools in the County and this includes consulting on the future shape of education in Pembrey C.P.School. The proposals for change included in this document are in line with that long-term objective.

This document seeks to stimulate the process of consultation by explaining the Authority's preferred option for the future provision of primary education for the pupils of Pembrey C.P.School. The document offers an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered.

Consultation on this proposal will follow the guidelines established by the Welsh Government and will involve identified interested parties.

The main purpose of this document is to provide information and to gather the views of identified interested parties. You may wish to make use of the attached response Pro-forma included in **Appendix E** on page 29 of this document or by E-mail to: DECMEP@carmarthenshire.gov.uk for any response.

1.1 The Consultation Process

The consultation process will be outlined in detail in section 6 of this consultation document. The consultation on this proposal will follow guidelines as established by the Welsh Government.

1.2 Who else will be consulted?

This document has been sent to the following interested parties:

Staff (Teaching and Ancillary) Pembrey C.P.School	Governors and Parents, Pembrey C.P.School
Carmarthenshire Children's Partnership Child Care / Early Years ** Communities First Partnership	Community Councillors Pembrey & Burry Port Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union

UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Ysgol Parc Y Tywyn, Burry Port, Trimsaran, Ysgol Y Castell, Gwenllian, Secondary Schools Glan-y-Môr, Ysgol Y Strade)

** Mudiad Ysgolion Meithrin and any private nursery provision will be informed through the Child Care / Early Years provision section of the Education and Children's Services Department.

1.3 The Consultation Period

There will be a period from 7th December 2015 to 29th January 2016 when you can express your views.

You can express your views by writing a letter or alternatively completing the attached response form in **Appendix E** which should be received by the Department for Education and Children's Services, Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA31 3HB, or by E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

2. Background

Carmarthenshire County Council is committed to providing each child with the best possible start in life and meeting the aspirations of Welsh Government as set out in their strategic documents e.g. *Building a Brighter Future: The Early Years and Childcare Plan*, *Qualified for life: An education improvement plan*.

The provision of high quality early years education is key to realising this ambition.

In Pembrey C.P.School the Welsh Government's Flying Start Programme is delivering quality childcare for children aged 2-3 years of age.

Currently the age range of this school is 4-11. This leads to a gap in the provision of education within the school between the age of 3 and 4. It is the County Council view that seamless transition of pupils through the Flying Start programme into school at 3 years of age is the preferred means of providing early years education.

The Flying Start programme, Appendix C, is a Welsh Government initiative, providing families with children aged 0-3 years who live in specific geographic areas of Carmarthenshire with a range of support services.

The provision of good quality childcare for children from 2-3 years of age is integral to the service. Flying Start provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and lifelong learning.

Flying Start currently commissions childcare which is based in a number of Carmarthenshire's Primary Schools. This includes Pembrey C.P.School .

The age range of **Pembrey C.P.School** , is currently 4-11. This has presented the County Council with a challenge whereby children can benefit from interventions through the Pembrey Flying Start programme until they are three years of age but there is a challenge in respect of appropriate education provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme being located on a school site is to facilitate effective transition and entry into school. Therefore, to ensure continuity of progression for these learners into primary school, the County Council proposes to provide early years education provision at this school. The children would then benefit from interventions through the Flying Start programme until they access education in a maintained early years class in the school. The Headteacher and Governing Body of the school have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a proposal to be published to formalise arrangements. The County Council is therefore required to complete a statutory consultation process which, if approved, will commence in the Autumn Term 2015.

Current position within Carmarthenshire

Designated early years provision is offered in **33 schools** across the County Council.

Ysgol	Age Range
Bigyn	3-11 years
Bro Brynach	3-11 years
Bryn	3-11 years
Bryn Teg	3-11 years
Brynaman	3-11 years
Brynsierfel	3-11 years
Burry Port	3-11 years
Bynea	3-11 years
Copperworks	3-7 years
Cross Hands	3-11 years
Dafen	3-11 years
Dewi Sant	3-11 years
Furnace	3-11 years
Griffith Jones	3-11 years
Gwenllian	3-11 years
Halfway	3-11 years
Johnstown	3-11 years
Llangain	3-11 years
Llangynnwr	3-11 years
Maes y Morfa	3-11 years
Model	3-11 years
Myrddin	3-11 years
Nantgaredig	3-11 years

Pen-y-Gaer	3-11 years
Richmond Park	3-11 years
St Mary's , Llanelli	3-11 years
St Mary's Carmarthen	3-11 years
Stebonheath	3-11 years
Teilo Sant	3-11 years
Trimsaran	3-11 years
Ysgol y Bedol	3-11 years
Y Castell	3-11 years
Y Dderwen	3-11 years

Ysgol Feithrin Rhydaman provides for Bro Banw and Ysgol Gymraeg Rhydaman.

- There are **67 schools** in Carmarthenshire that do not have designated early years provision.
- Early Years Foundation Phase Learning Provision in Carmarthenshire is being offered in **47 non-maintained settings**.

This document sets out the proposal to formally change the age range of Pembrey C.P. School from 4-11 to 3-11 as soon as possible, to enable the incorporation of nursery provision.

The County Council has a legal duty to look at the number and type of schools it has in Carmarthenshire and is required to make sure that they are located in the right place, have the right facilities for the future and have the right resources to deliver education and learning for pupils. We think that both our pupils and staff deserve nothing less.

Changes in the curriculum and the way in which children will be taught in the future also means that we also have to look at whether or not, it is possible to review the age range of its schools to meet the future needs of the pupils.

3. What are we trying to achieve ?

We are trying to ensure seamless transition through the Flying Start Programme at 2-3 years into school provision on a part time basis at 3 years of age. At the present time, Pembrey C.P.School does not have designated nursery provision.

Nursery provision for the community is currently provided by Cylch Meithrin and private nursery providers. Although the provision is of high quality, the introduction of the foundation phase of education has led to the need to provide a more integrated approach for the education of young children.

The provision for children at a 3-11 Primary School will allow young children in the area to smoothly progress from Flying Start provision into nursery provision and on to the foundation phase. The County Council present challenge to bridge the "gap" whereby children currently benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school would be addressed.

The benefits of this transition would ensure continuity of progression whilst providing a seamless progression from nursery, through into primary and from primary through into secondary education. It is known that children benefit educationally from the elimination of stages of transfer.

Pembrey C.P.School school falls in a Flying Start area which offers free care provision for children between the ages of two and three prior to them accessing the part time learning provision that the County Council is required to provide for all children from the beginning of the term following their third birthday.

Conclusion

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Pembrey C.P.School from 4-11 to 3-11 as soon as possible through the instigation of formal statutory procedures.

Proposal

“To change the age range at Pembrey C.P.School from 4-11 to 3-11 as soon as possible”

4. General School Information – (neighbouring schools)

4.1 School / Nursery Providers which may be affected by this proposal

The catchment area of Pembrey C.P.School is surrounded by the following Community Primary Schools:

Ysgol Parc Y Tywyn, Carmarthenshire
 Burry Port Community Primary School, Carmarthenshire
 Trimsaran Community School, Carmarthenshire
 Ysgol Y Castell, Carmarthenshire
 Ysgol Gymraeg Gwenllian, Carmarthenshire

Name of School	Type of School	Language Category	Admission Number	Capacity (as at Sept 2015-16)	Jan 2015 PLASC Number Total (FTE)	Age Range
Pembrey	Community Primary	EM	30	240	227	4 - 11
Parc Y Tywyn	Community Primary	WM	40	323	240	4 - 11
Trimsaran	Community Primary	WM	40	316	177	4 - 11
Y Castell	Community Primary	EM	30	244	244.5	3 - 11
Gwenllian	Community Primary	WM	18	141	121	3 - 11

4.2 Pupil Numbers in Full Time Education (FTE) (inc Nursery) (Neighbouring schools)

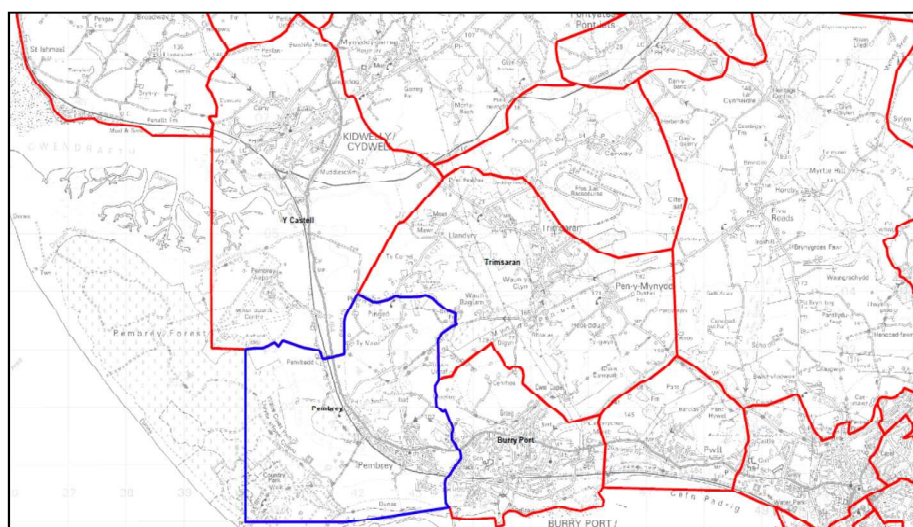
The table and graph below shows pupil numbers in full time education (PLASC 2015) for Pembrey C.P School, Ysgol Parc Y Tywyn, Burry Port Community Primary School, Trimsaran Community School, Ysgol Y Castell, Ysgol Gymraeg Gwennllian, for January 2015 and the projected numbers for the next five years..

School	Total Pupils FTE 2015 (Inc Nursery)	Total Pupils FTE 2016 (Inc Nursery)	Total Pupils FTE 2017 (Inc Nursery)	Total Pupils FTE 2018 (Inc Nursery)	Total Pupils FTE 2019 (Inc Nursery)	Total Pupils FTE 2020 (Inc Nursery)
Pembrey	227	229	227	229	224	218
Parc Y Tywyn	240	246	253	266	263	265
Trimsaran	177	176	171	167	166	168
Y Castell	244.5	247.5	248.5	249.5	247.5	244.5
Gwennllian	121	125	123	129	127	129

4.3 Nursery providers - (within a 1 mile radius of Pembrey C.P. School)

Primary Type	Provider Name	Flying Start	Private / Local Authority/ Voluntary	Registered Capacity	Registered with CSSIW (April 15)
Cylch Meithrin	Pembre	Yes	Local Authority	34	24
Day Care Nursery	Cheeky Monkeys	No	Private	6	6
Day Care Nursery	Serendipity	No	Private	24	24
Outside school	Serendipity	No	Private	24	24

The following diagram outlines the surrounding catchment areas of schools



5. Pembrey C.P. School.

5.1 Pupil Projections

The following table shows the actual pupil total and pupil projections for Pembrey C.P. School for the next five years.

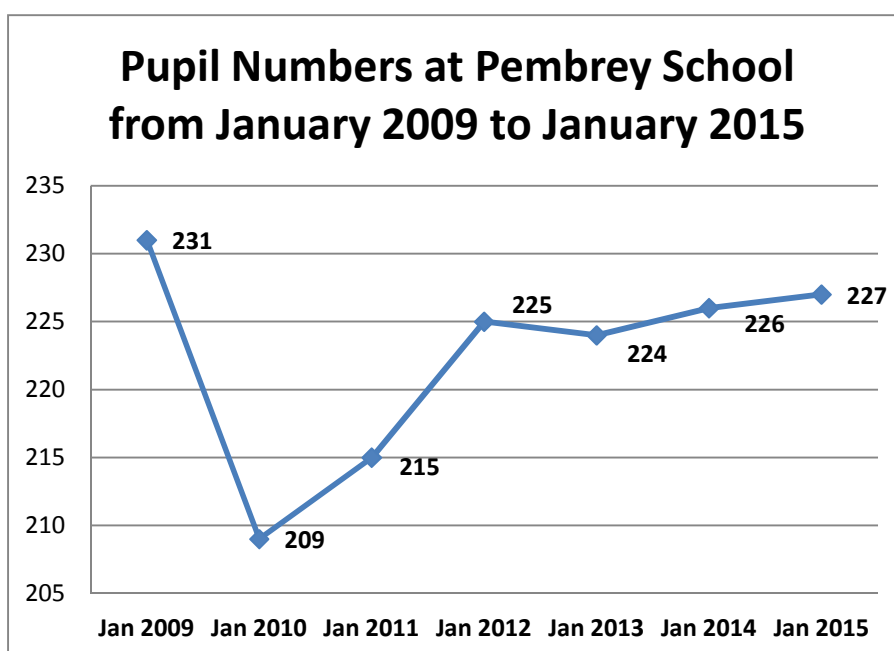
	Actual	Projected Pupil Total (FTE)				
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Pembrey	227	229	227	229	224	218

5.2 Pupil Numbers

5.2.1 Current Trends

The following table and graph shows pupil numbers for January 2015 and the previous six years. It can be seen from this information that there has been an increase trend in pupil numbers.

Pembrey	2yrs (PT)	2yrs (FT)	3yrs (PT)	3yrs (FT)	4yrs (PT)	4yrs (FT)	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total (PUP)	Total (FTE)
Jan-15	9	0	5	11	0	24	23	37	34	29	33	29	234	227
Jan-14	0	0	0	14	0	21	36	31	28	32	30	34	226	226
Jan-13	0	0	0	7	0	36	27	28	30	29	33	34	224	224
Jan-12	0	0	0	21	0	27	27	29	27	36	33	25	225	225
Jan-11	0	0	0	18	0	24	27	23	34	29	24	36	215	215
Jan-10	0	0	0	14	0	23	24	32	30	24	34	26	209	209
Jan-09	0	0	0	23	0	25	30	31	26	35	29	32	231	231



5.3 Pupil Capacity Information

The methodology for the calculation of school capacities was changed in 2006 following the implementation of new Welsh Assembly guidelines “Measuring the Capacity of Schools in Wales” (MCSW) which was implemented by the County Council in 2008. Prior to 2008, the More Open Enrolment methodology was used. Spare places numbers for Pembrey C.P.School are shown in the following table.

	Actual Pupil Total (FTE*) Jan 2015	Pembrey C.P. School (Projections – Pupil Total (FTE*))					
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020	
Total projected numbers	27	229	227	229	224	218	
Capacity	247	240	240	240	240	240	
Surplus	20	11	13	11	16	22	

The table above provides an analysis of the implications of accommodating nursery pupils at the school.

As can be seen, the Capacity of Pembrey C.P. School has been re-calculated and the number decreased from 247 to 240. The new admission number for the school has also been revised. Pembrey C.P.School has capacity for 30 FTE Nursery pupils and projected nursery pupils at the school.

5.4 Quality and Standard of education

The most recent Estyn inspection for Pembrey C.P. School took place in June 2012.

Pembrey County Primary School is in the centre of the village of Pembrey, five miles to the west of Llanelli.

There are currently 245 pupils between three and 11 years old on roll. There are nine classes in the school. The number of reception classes has increased from one to three to accommodate a rise in pupil numbers. Approximately 28% of pupils are entitled to free school meals. The percentage has recently increased by approximately 5% and it is a little higher than the County Council and Welsh averages.

Twenty-eight per cent of pupils have special educational needs. There are four pupils who are looked after by the local authority.

There are very few pupils from minority ethnic backgrounds. All pupils speak English at home and no pupil speaks Welsh as a first language.

During each inspection, inspectors aim to answer three key questions:

Key Question 1: How good are the outcomes?

Key Question 2: How good is provision?

Key Question 3: How good are leadership and management?

Inspectors also provide an overall judgement on the school's current performance and on its prospects for improvement.

In these evaluations, inspectors use a four-point scale:

Judgement	What the judgement means
Excellent	Many strengths, including significant examples of sector-leading practice
Good	Many strengths and no important areas requiring significant improvement
Adequate	Strengths outweigh areas for improvement
Unsatisfactory	Important areas for improvement outweigh

Summary

The School's current performance	Good
The Schools prospects for improvement	Good

Main Findings

Key Question 1.	How good are outcomes ?	Good
Key Question 2.	How good is provision ?	Good
Key Question 3.	How good are leadership and management ?	Good

The most likely impact of the proposal to integrate a nursery in Pembrey C.P.School on the quality of the Estyn report would improve the learning environment and experience and would provide a more coherent foundation Phase for the young learners. This would be by the elimination of a stage of transition between nursery and reception, and the continuity of staffing and data transfer for individual pupils especially in teaching, care and support for pupils aged 3 – 11 years and provide the learning opportunities in a single through primary school that are available in other neighbouring schools in Carmarthenshire.

These factors would have a positive effect on the learning experience for the children.

5.5 School Standards

National School Categorisation System

The Minister for Education and Skills announced the introduction of the national School Categorisation System in September 2014. The system is not purely data-driven but also takes into account the quality of leadership and teaching and learning in our schools. The system will not take the place of Estyn reports, Estyn will continue to inspect schools and provide an external check on the national school categorisation system when inspecting.

The new system evaluates and assesses schools and places them in a support category using the following information:

- A range of performance measures provided by the Welsh Government.
- Robust self-evaluation by the school on its capacity to improve in relation to leadership and teaching and learning.
- Assessment of the school's self evaluation by challenge advisers in the regional consortia, agreed with the County Council.

The new categorisation system will give a clear and fair picture of a school's progress. There is a three step process in generating a category for a school, firstly after the performance data and self-evaluation have been analysed a draft support category is generated for each school. This category is discussed with the school by regional consortia and then agreed with the local authority.

The table below summarises the data for Pembrey C.P School;

National School Categorisation System – Data 2014

School	Standards Group	Improvement Capacity	Support Category
Pembrey	2	A	Green

As can be seen from the table above Pembrey C.P.School has been categorised in the Green category reported as a highly effective school which is well run, has a strong leadership and is clear about its priorities for improvement.

5.6 Pupil Costs

Based on 2015/16 data the budget cost per pupil is £3,452 at Pembrey C.P.School which is lower than the county average of £3,739.

5.7 Financial Implications - Revenue

Pembrey C.P. School is funded in accordance with the County Council Fair Funding policy and will receive resources on the same basis as any other school within the County Council, based on the new school's pupil numbers and facilities.

5.8 Admission Arrangements

The County Council is the Admissions Authority for Pembrey C.P. School. The current admission number (AN) is 30.

If you have any queries in relation to admission to the school the contact details for Carmarthenshire LA are as follows:

The School Governance and Admissions Unit,
Carmarthenshire Local Authority,
Department for Education and Children,
Block 2,

Main Building,
St. David's Park,
Carmarthen. SA31 3HB

Tel No: 01267 246449
Fax : 01267 246746
E-mail : rjonesevans@carmarthenshire.gov.uk

5.9 Building Facilities

The **Building Condition Survey undertaken in August 2001** reported that Pembrey C.P. School is located on a flat site in a quiet residential area of the town on Ashburnham Road. The school building is a steel-framed-system construction built of the late 1960's with a 2- storey wing on the eastern side of the building. Elevations are of a timber curtain walling system under a flat felt roof.

Access for wheelchair disabled and the partially sighted can be obtained to the predominant ground floor area only.

As part of the **National 21st Century School Programme of all schools in Wales** on behalf of the County Council Pembrey C.P. School scored the following ratings:

Overall Condition: C Major Deterioration

Suitability: B Reasonable

5.10 Transport

Transport arrangements will be made in accordance with the Council Councils home to school transport policy. There will be no change on travelling times for pupils living within the catchment area.

5.11 School Catchment Area

Pembrey C.P. School will remain located on the current school site therefore the designated catchment area will be based on that of the existing Pembrey C.P. School.

5.12 Secondary School Transfers

There will be no changes to the current transfer arrangements for pupils in respect of Secondary education.

5.13 Special Needs

There will be no change to the current provision offered for pupils with special education needs at the School.

6. The Statutory Process

6.1 Consultation Period

The consultation period for this proposal starts on 7th December 2015 and ends on 29th January 2016. During this period you can ask questions and express your views by writing a letter or completing the attached response form in **Appendix E**. Letters and response forms should be sent to:

Department for Education and Children's Services,
Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA313HB, or by
E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

Consultees can submit their views in favour of or against a proposal. Responses received during the consultation period will not be treated as statutory objections. If consultees wish to object, they will need to do so in writing during the statutory objection period outlined below.

6.2 Considering Your Views

Within 13 weeks of 29th January 2016 a consultation report will be published on Carmarthenshire County Council's website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees and provide Carmarthenshire County Council's response to these issues. The report will also contain Estyn's view of the proposal.

The County Council of Carmarthenshire County Council will consider the consultation report and decide whether or not to proceed with the proposal.

If the County Council of Carmarthenshire County Council decides to continue with the proposal Carmarthenshire County Council must publish a statutory notice.

6.3 Statutory Notice

The statutory notice will be published on Carmarthenshire County Council's web site and posted in the named and neighbouring schools and within the locality. Copies of the notice will be made available to the school to distribute to pupils, parents, carers and guardians, and staff members (the school may also distribute the notice by email).

The notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days.

6.4 Determination of Proposal

The County Council of Carmarthenshire County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications. In doing so, the Executive Board will take into account any statutory objections that it received.

6.5 Decision notification

Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

6.6 The Statutory Process Time-Table

The statutory process and timetable will be as follows:-

December 2015	Issue of this consultation document to identified and other interested parties.
January 2016	Closing date for views on the proposal to be received by the Department for Education & Children.
March 2016	<p>Within 13 weeks of 29th January 2016 a Consultation Report will be taken to the County Council and published on Carmarthenshire County Council's website. Decision to proceed to publish statutory notice. OR alternatively proposal ends. If the decision is made to proceed then a statutory notice will be published. The notice will outline details of the proposal and be published on the Council's web site and be displayed near the entrance of the school and schools which are subject to the proposals. Copies of the notice will be made available to the school to distribute to parents, guardians and staff members.</p> <p>Following publication there will be a 28 day period during which time formal written objections will be invited.</p> <p>The statutory notice will give details on how you may record your objections to the proposal.</p>
April 2016	<p>End of formal 28 day notice period for objections. County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications, in doing so the County Council will take into account any statutory objections that it received.</p> <p>Deadline to notify parents of intention to implement proposal.</p>
September 2016	Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

7. Appendix A – Community Impact Assessment

Community Impact Assessment

Pembrey C.P. School is located on a flat site in a quiet residential area of the town on Ashburnham Road in the centre of the village of Pembrey, five miles to the west of Llanelli.

There are currently 245 pupils between three and 11 years old on roll. There are nine classes in the school. The number of reception classes has increased from one to three to accommodate a rise in pupil numbers. Approximately 28% of pupils are entitled to free school meals. The percentage has recently increased by approximately 5% and it is a little higher than the local authority and Welsh averages.

Twenty-eight per cent of pupils have special educational needs. There are four pupils who are looked after by the local authority.

There are very few pupils from minority ethnic backgrounds

The school provides education for pupils between 4 – 11 but has provision to accommodate a nursery class for 3 – 11. Pupils are taught through the medium of English and Welsh being taught as a second language.

The school provides an exceptional choice of after school activities which include clubs which cater for computers, art and a wide variety of sports activities. There is good provision to ensure continuity and progression in pupils knowledge and understanding of basic skills as they move through the school.

The partnership with parents and the community is an outstanding feature of the work and activities of the school. The quality of the school's links with the community is excellent.

Catchment Area Analysis

Local / Catchment Area School

Carmarthenshire County Council recognises that there is an important relationship between a school and its community. The County Council has therefore identified a designated geographical area which the school serves and is referred to as the school's catchment area. Details of a school catchment area's are available at the school's and on the County Council's website or are available from the relevant Admissions Authority.

Whilst living in a school's catchment area does not guarantee admission to the school it is an important factor as it will give the application a higher priority than those from individuals who live outside the catchment area. Residency within the defined catchment area of a school is also important as it is one of the key criteria in assessing eligibility for assistance with home to school transport.

Prior to making an application for admission to a school the County Council strongly recommends that you contact, discuss and if possible visit your local school so that you are aware of the facilities and opportunities they are able to offer.

Most parents send their child to their local school but parents have a right to state a preference for other schools.

Children attending the school from inside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Pembrey C.P. School catchment area indicated that of the 234 pupils on roll (FTE), 123 (Total Head Count) pupils lived within the catchment area.

Children attending the school from outside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Pembrey C.P. School catchment area indicated that of the 234 pupils on roll (FTE), 111 (Total Head Count) pupils lived outside the catchment area.

Children within the catchment area attending other schools

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Pembrey C.P. School catchment area indicated that of the 234 pupils on roll (FTE), 58 (Total Head Count) pupils within the catchment area of the school attended other schools

Pembrey C.P. School Facilities / Activities

Pembrey C.P. School offers pupils a breakfast club during term time between 8am and 9am. The school also offers after school clubs to pupils wishing to participate in various activities between Monday and Friday between 3:15pm and 4:00pm.

After school clubs which delivers and various activities (depending on the time of year) extend pupils learning experiences enabling them to participate in a range of outdoor activities and develop self-confidence and independence.

Community use of Pembrey C.P. School building

The community of Pembrey C.P. School have use of the school building facilities on Tuesday evenings for the local Brownies and Line dancing on Wednesday evenings.

Church in Wales Provision

Should parents wish to send their children to a school offering the church in Wales character their nearest school would be Pentip Voluntary Aided Primary school in Llanelli subject to parental preference.

8. Appendix B – Equality Impact Assessment

Carmarthenshire County Council Assessing Impact

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Carmarthenshire's approach to Equality Impact

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

Reporting on assessments

Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

**Carmarthenshire County Council
Assessing Impact**

Contact Name	Lowri Morgan	Title Miss		School Development Project Support Officer				
Service area	School Modernisation	Department		Education & Children				
Name of the activity / proposal								
To legally change the age range of Pembrey C.P. School from 4-11 to 3-11 as soon as possible.								
Description of proposal	Policy	Procedure	Decision		Function			
Please detail the proposal and its main objectives	It is the County Council's proposal to legally change the age range of Pembrey C.P. School from 4-11 to 3-11 as soon as possible to enable the incorporation of nursery provision.							
	Age	Disability	Gender reassignment	Sex	Sexual Orientation	Race – including ethnic; or national origin, colour or nationality	Religion or belief – including lack of belief	Welsh language
Is the activity/proposal relevant to the public specific duties relating to each equality strand? (Tick as appropriate)	N	N	N	N	N	N	N	N
Should the activity / proposal eliminate discrimination and eliminate harassment in relation to:	N	N	N	N	N	N	N	N
Should the activity / proposal promote equality of opportunity in relation to:	N	N	N	N	N	N	N	N

Potential impact

What do we know about the potential POSITIVE IMPACT of the activity / proposal on the following protected characteristics? (Also, please consider the potential impact on the Welsh language)
Briefly describe the nature of the impact.

Age	Yes
Disability	No impact anticipated
Gender reassignment	No impact anticipated
Sex	No impact anticipated
Sexual Orientation	No impact anticipated
Race	No impact anticipated
Religion or belief	No impact anticipated
Welsh language	No impact anticipated

Could the activity or proposal have an ADVERSE / NEGATIVE impact on the following groups?
(Please provide further information)

Age	No
Disability	No
Gender reassignment	No
Sex	No
Sexual Orientation	No
Race	No
Religion or belief	No
Welsh language	No

What improvements could be made to ensure that these impacts are addressed?

Consultation

Have you consulted with any of the protected groups or their representative bodies? If so please give details. What was the outcome?

Description of consultation	There has been informal and formal consultation on the proposals.
Outcome of consultation	

Information and Monitoring

What other information (e.g. reports, surveys, user monitoring or information from other sources) do you have to inform your decision?

None

<u>Mitigation</u>	
If adverse impact has been identified, what can be done to mitigate that impact?	
Please detail steps to be taken to mitigate any adverse impact	N/A
Describe any actions taken to maximise the opportunity to maximise equality, i.e. changes to the activity / proposal, regulation, guidance, communication, monitoring or review	N/A
Have there been any changes to the activity / proposal as a result of conducting this EqIA?	N/A
The duty specifically requires the Authority to have due regard to the results of the Equality Impact Assessments. Having considered the potential or actual impact on protected groups what is the next step for this activity / proposal?	
No major change (your assessment demonstrates that the policy is robust. The evidence shows no potential for discrimination)	*
Adjust the policy (you will take steps to remove barriers, to better advance equality or foster good relations)	
Continue the policy (you will adopt or continue, despite potential for adverse impact. You must note justification in this case)	
Stop and remove the policy (if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether)	
<u>Context</u>	
Is this proposal part of a wider plan which would place it in context?	
Details of context of the proposal	21st Century Schools Programme Modernising Education Programme
<u>Monitoring</u>	
Please outline your plans to monitor the ongoing impact on the affected group(s)?	
No affected groups identified	
<u>Other information</u>	
Is there anything else which ought to be recorded? N/A	

Date of completion	As soon as possible
Review date	N/A

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact
Corporate Policy Team
Chief Executive's Department
01267 22(4914) / (4676)
equalities@carmarthenshire.gov.uk

Please send a copy of the assessment to the above e-mail address upon completion.

9. Appendix C – Flying Start

Flying Start

Flying Start service is a Welsh Government funded programme, which provides intensive support services to 0-3 year old children and their families who live in disadvantage areas within Carmarthenshire.



It is a targeted programme now available in 12 geographical areas in the County. These are Betws in the Ammandford area, Bigyn, Felinfoel, Morfa, Lakefield/Copperworks, Dafen Llwynhendy and Bynea in the Llanelli area, Carway, Pwll West/Maengwnne, Trimsaran and Richmond Park and Carmarthen Town North in the Carmarthen area. (*Strict postcode eligibility does apply*)

Four further areas have been approved by the Welsh Government namely; Pantyffynnon (Ammanford), Garnant, Glanamau and Burry Port Central and Pembrey.

Children aged 2-3 years, living in Flying Start areas are entitled to free part time childcare for 12.5 hours per week, which is equivalent to two and a half hours per day, Monday to Friday for 42 weeks of the year. This programme has expanded significantly in recent years.

The focus of the service is on the **child** and in particular to ensure that all children develop their language, social skills, emotionally, physically in order to be ready to begin school. Through early identification of needs Flying Start aims to put support services in place to address those needs within the family. This is achieved through **four** main service areas.

1. Health Visiting & Midwifery Service

Providing an intensive Health Visiting service; with 8 newly established Health Visitor posts and a reduced caseload, Health Visitors have the capacity to visit families more frequently and provide one to one support in the home. From the time a new born baby is born, each Flying Start family is supported to develop and bond with their baby, supporting mum in particular with her emotional and mental health, provide weekly clinics promoting the uptake of immunisations, giving general baby health advice, on weaning, creating routines and sleep patterns. Baby Massage courses can also be offered, informing parents about baby bonding and creating attachment which can help alleviate and soothe a baby during illness, or teething and general growth. The Health Visiting Service continues up to the age of 4 years old, when the child's health care is handed over to the school nurse on entry to school.

Specialist Midwifery service – for those more vulnerable families who need additional support with identified intense needs, a midwife service is available antenatally offering advice on staying well during pregnancy. This service is on a referral basis only from your Community Midwife.

Speech and Language Therapy service – this service is available for families and their children on a one to one basis in their homes, where children have been identified as having developmental or language delays. Flying Start Support Officers deliver a six week home speech & language programme and encourage parents to continue the language work on a continual basis after the sessions are complete.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

2. Free Childcare for 2-3 Year Old Children

Children living in Flying Start areas are entitled to free part-time childcare for twelve and a half hours per week, which equates to two and a half hours per day, Monday to Friday, for 42 weeks of the year. Flying Start have purchased childcare places from the following providers:

- Cylch Y Felin, Betws in Betws Community Primary School
- St Paul's Family Centre in Bigyn
- Myrtle House Day Nursery in Bigyn
- Cylch Meithrin Carway in Carway Primary School
- Cylch Meithrin Felinfoel, in the Community Education Centre, Felinfoel
- Jellitotz Playgroup at Pen-y-Morfa Community Hall, Morfa
- Teddybears Nursery at the Dewi Sant Centre, Llanelli
- The Children's Centre, Llwynhendy
- Ty Ni Family Centre, Carmarthen Town
- Ty Hapus Family Centre, Park Hall Estate, Carmarthen
- Argel Family Centre, Johnstown

The Flying Start Early Years Teacher works with each childcare setting in order to develop suitable curriculum plans and activities which stimulate two year olds' development. The emphasis is on setting standards which produce 'quality' childcare provision across all 11 childcare settings.

Please telephone 01554 742468 to see if you are eligible for any of these free services and to check for availability of vacant childcare places.

3. Parenting Programmes

Parents living in Flying Start areas are supported further by having the opportunity to attend a range of parenting programmes, which aim to give them the skills to parent effectively. Some courses are especially for new parents with new born babies to encourage baby bonding and attachment. As children grow further programmes are available which build parent's confidence to handle their children's behaviour, promote positive parenting, creating positive approaches to building healthy relationships with their children. Courses range from:

- **'How to get to know your Baby'** (Webster Stratton) programme – for new parents with new born babies and children up to 12 months old
- **Neo-Natal Assessment Screening** – this is an assessment carried out with parent and child which encourages baby bonding and attachment
- **'Baby Massage'** – for new born babies and up to 12 months old
- **'Incredible Years'** (Webster Stratton) programme – for toddlers 2-3 year olds

- **'Handling Children's Behaviour'** – for toddlers 2-3 year olds.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

4. Basic Skills programmes

Language and Play (LAP) courses are available to families living in Flying Start areas, which encourage parents how to interact and play with their children in a positive way to promote and stimulate their child's language development, including increasing their range of words and vocabulary. This is a very popular course with parents as it stimulates a 'feel good factor' which promotes a strong healthy relationship with parent and child. Parents will talk, play and create craft activities with their children, use available resources, sing songs and nursery rhymes, all in the effort for the child to 'learn through play'. The Numbers and Play (NAP) courses are equally as popular and very similar, using words associated with figures, numbers, and shapes to promote language development.

Story sessions at local libraries and on the Story Bus are also available and organised periodically throughout the year and are promoted locally.

10. Appendix D – Area Profile

Pembrey - (Pembrey 2 (SA160TP) LSOA Code: W10000711)

WELSH INDEX OF MULTIPLE DEPRIVATION (WIMD)

WIMD 2014 based on fine-grained geography of lower Super Output Areas (LSOAs).

The WIMD 2014 is compiled from eight domains, Income, Employment, Health, Education, Housing, Access to Services, Physical Environment and Community Safety and is published at Lower Super Output Area of which there are 112 in Carmarthenshire.

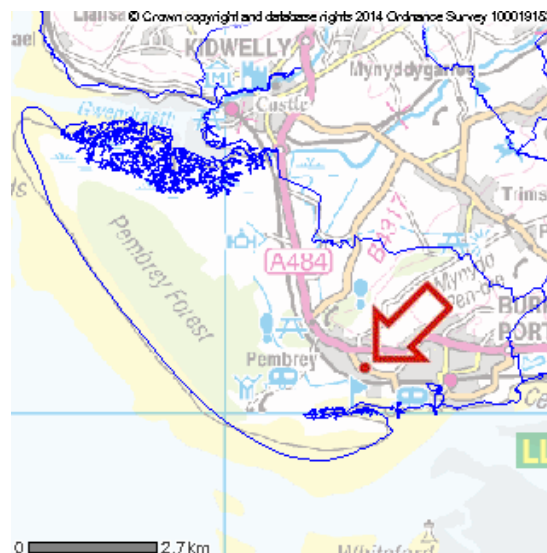
Under WIMD, where Rank 1 is the most deprived, **Pembrey 2** ranks 14th in Carmarthenshire from 112 LSOAs and is ranked 400 in Wales from 1909 LSOAs.

The highest level of deprivation attributed to **Pembrey 2** is the Employment domain, being ranked 10th in Carmarthenshire and 292 in Wales for this domain.

Pembrey 2 – Ashburnham to Pembrey Country Park

LSOA	Overall Index		Domains: Income		Employment		Health		Education		Housing		Access to Services		Physical Environment		Community Safety	
	14	400	11	412	10	292	30	535	14	413	14	435	49	459	110	1782	37	1058
Pembrey 2	14	400	11	412	10	292	30	535	14	413	14	435	49	459	110	1782	37	1058

Source: Welsh Index of Multiple Deprivation 2014 (released November 2014), Welsh Assembly Government.
Note: LSOAs ranked 1-112 (Carmarthenshire), 1-1909 (Wales).



Area Profile for Postcode: SA16 0TP: (Pembrey 2 LSOA Code: W10000711)

Population:	2,030
Welsh Language:	People with knowledge of Welsh: 45.1% Can speak Welsh: 26.8% Can speak, Read and Write Welsh: 17.8% Can speak Welsh (Age 3-15):5.3% No skills in Welsh:54.9%
Number of Children & Young People:	17.9% (Aged 0-15) 9.9% (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 97.0% White (Irish): 0.7% White (Other): 0.2% Mixed (White/Black Caribbean): 0.4% Asian British (Indian) 0.1% Asian British (Other Asian): 0.3% Other Ethnic Group: 0.3%
Religion:	Christian: 60.4% Buddhist: 0.0% Hindu: 0.0% Jewish: 0.0% Muslim: 0.0% Sikh: 0.1% Other Religion: 0.4% No Religion: 32.8% Religion Not Stated: 6.3%
Deprivation Ranking:	Total number of Households: 908 Total households not deprived in any dimensions: 257 No of households Deprived of between 1-4 dimensions: 651

11. Appendix E – Response Pro-forma

Please provide us with your comments on the proposals regarding future provision for primary pupils residing in the Pembrey C.P. School catchment areas.

Your comments:

Do you have any other issues that you wish to bring to our attention?

Please tick box if you wish to be notified of the publication of a consultation report.

Signature _____

Print Name _____

Position /

Category of

Respondent

(E.g. parent) _____

Address _____

Postcode _____

Date _____

Please note that unless you indicate otherwise your comments will be open to the public as part of the formal records of the consultation.

Please detach this form and return to: Department for Education and Children's Services, Building 2, St David's Park, Jobs Well Road, Carmarthen. SA31 3HB or E-mail to DECMEP@carmarthenshire.gov.uk no later than 29th January 2016.

PEMBREY PRIMARY SCHOOL

**CHANGE TO THE AGE RANGE OF PEMBREY
PRIMARY SCHOOL FROM 4-11 TO 3-11**

CONSULTATION DOCUMENT

Supplementary Information

21 December 2015

Any risks associated with the proposals and any measures required to manage these.

Risk		Counter Measure
1.	Failure to obtain statutory approval to implement the proposal.	- Follow guidelines as set out in the School Organisation Code 2013
2.	Integration of pupils into the new school.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school

The names, locations and categories of all existing schools likely to be affected by the proposals.

It is anticipated that the following schools would only be affected by this proposal:

Parc Y Tywyn
 Trimsaran
 Y Castell
 Gwenllian
 Burry Port
 Glan-y-Môr
 Y Strade

Pupil Numbers

The tables below show the pupil numbers for Parc Y Tywyn, Trimsaran, Y Castell, Gwenllian, Burry Port, Glan-Y-Môr and Y Strade.

Ysgol Parc Y Tywyn															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	10	0	29	41	35	41	35	31	29	0	240	240
2014	0	0	0	16	0	36	36	39	24	31	29	32	0	243	243
2013	0	0	0	22	0	38	40	27	31	31	34	30	0	253	253
2012	0	0	0	18	0	41	29	31	34	33	32	29	0	247	247
2011	0	0	0	24	0	28	32	34	34	33	30	29	0	244	244

*Ages at at 31/08/14

Ysgol Trimsaran															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	12	0	27	0	23	17	16	19	21	23	19	0	177	177
2014	0	7	0	21	0	18	15	20	24	21	20	9	0	155	155
2013	0	8	0	19	0	14	21	24	21	19	12	22	0	160	160
2012	0	7	0	16	0	21	22	21	18	14	23	25	0	167	167
2011	0	3	0	21	0	24	20	19	14	22	24	17	0	164	164

*Ages as at 31/08/14

Ysgol Y Castell															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	7	0	0	31	0	23	28	35	33	31	31	29	0	248	244.5
2014	6	0	0	21	0	35	32	29	30	33	26	40	0	252	249
2013	5	0	0	32	0	30	23	25	28	30	38	27	0	238	235.5
2012	9	0	2	29	0	26	24	32	26	37	30	25	0	240	234.5
2011	2	7	0	25	0	24	31	29	33	31	28	33	0	243	242

*Ages as at 31/08/14

Ysgol Gwennlian															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	5	0	16	0	18	16	13	17	9	17	10	0	121	121
2014	0	2	0	16	0	17	12	17	9	18	10	13	0	114	114
2013	0	5	0	18	0	12	16	10	18	10	13	12	0	114	114
2012	0	5	0	12	0	17	10	18	10	13	13	10	0	108	108
2011	0	3	0	16	0	9	16	11	12	13	9	8	0	97	97

*Ages as at 31/08/14

Burry Port Community Primary School															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	8	0	7	11	0	31	19	2	22	16	34	28	0	200	192.5
2014	7	0	15	16	0	21	23	20	17	32	28	32	0	211	200
2013 (I)	0	0	0	12	0	22	20	17	0	0	0	0	0	71	71
2013 (J)	0	0	0	0	0	0	0	0	32	26	30	34	0	122	122
2012 (I)	0	0	0	12	0	20	18	29	0	0	0	0	0	79	79
2012 (J)	0	0	0	0	0	0	0	0	29	28	38	38	0	133	133
2011 (I)	0	0	0	12	0	20	29	28	0	0	0	0	0	89	89
2011 (J)	0	0	0	0	0	0	0	0	28	35	33	31	0	127	127

*Ages as at 31/08/14

Nursery Provision

The nursery provisions that could be affected by this proposal includes:

Primary Type	Provider Name	Flying Start	Private/ Authority Voluntary	Local /	Registered Capacity	Registered with CSSIW (April 15)
Cylch Meithrin	Pembrey	Yes	Local Authority		34	24
Day Care Nursery	Cheeky Monkeys	No	Private		6	6
Day Care Nursery	Serendipity	No	Private		24	24
Outside School	Serendipity	No	Private		24	24
Primary School	Burry Port Community Primary School	Yes	Local Authority		30	N/A
Primary School	Gwenllian Primary School	No	Local Authority		15	N/A
Primary School	Trimsaran Primary School	Yes	Local Authority		31	N/A
Primary School	Ysgol Y Castell	No	Local Authority		30	N/A

Advantages of nursery provision

There are many advantages to attending a school which offers nursery provision, these includes;

- Children that attend a nursery setting within the school find the transition to primary education from nursery easier and often 'settle' quicker than children who have not had access to nursery provision.
- Issues in relation to additional learning needs can be identified at an earlier stage before the child attends full time primary education.
- Studies have shown that children attending pre-school nursery enhance their cognitive and social / behavioural development compared to children not attending nursery.

Having a nursery within a school setting also benefits the school as parents tend to send their children on to the school that provides Early Years Education which improves the numbers attending the school.

Accommodation

School	Overall Condition	Suitability
Pembrey	C – Poor	B – Satisfactory
Parc Y Tywyn	C – Poor	C – Poor
Trimsaran	C – Poor	B – Satisfactory
Y Castell	B – Satisfactory	B – Satisfactory
Gwenllian	B – Satisfactory	B – Satisfactory
Burry Port*	B – Satisfactory	A – Good

*Burry Port Community Primary School have recently occupied a re-developed site under the Band A investment

Learner Outcome

It is not anticipated that learner outcomes will be adversely affected during the change to the age range from 4-11 to 3-11. Indeed, we are wholly confident that learner outcomes will be enhanced as learners are integrated into an appropriate learning environment from an earlier age. All aspects of provision and outcomes will be monitored in line with the high expectations and processes of our regional school improvement service – ERW.

In addition, the County Council collects and collates learner outcomes on a regular and systematic basis to ensure the frequent monitoring and progression of standards across all core areas of learning. This will continue throughout the proposal of change to ensure that learner outcomes are continuously monitored and not affected as a result of the proposal. Central to this work will be the support and challenge work undertaken by ERW Challenge Advisers within the school. This activity will include a menu of scheduled visits focusing on analyses of pupil outcomes and the quality of teaching provision and learning. It is important to note that the findings of this work are always shared directly with the Governing Body. This ensures the highest levels of whole school accountability are firmly in place in support of learners' outcomes.

ERW Challenge Advisers place much emphasis on a school's ability to demonstrate high levels of 'valued added performance' based on an individual learner's benchmark starting point. This aspect will remain a key feature of the monitoring and review of the school's performance during this period.

Who will be consulted?

Staff (Teaching and Ancillary) Pembrey C.P.School	Governors and Parents, Pembrey C.P.School
Carmarthenshire Children's Partnership Child Care / Early Years ** Communities First Partnership	Community Councillors Pembrey & Burry Port Town Council

Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Ysgol Parc Y Tywyn, Burry Port, Trimsaran, Ysgol Y Castell, Gwennlian, Secondary Schools Glan-y-Môr, Ysgol Y Strade)

** Mudiad Ysgolion Meithrin and any private nursery provision will be informed through the Child Care / Early Years provision section of the Education and Children's Services Department.

Further Questions

If you have any further questions in relation to the proposal please let us know by no later than **Friday 29th January 2016**:

By letter:

**Director of Education and Children's Services
Building 2
St. David's Park
Jobs Well Road
Carmarthen
SA31 3HB**

By e-mail:

DECMEP@carmarthenshire.gov.uk

By completing the on-line pro-forma

By putting your comments in the following box?



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CONSULTATION REPORT

**Proposal to change the age range from 4-11 to 3-11 in
Pembrey Primary School**

Appendix A

List of Respondents to the Consultation Document

Pembrey Primary School Observation Received List

No observations were received

Appendix B

**Summary of observations received following publication of the Consultation Document
and Local Authority related responses**

Appendix C

ESTYN RESPONSE TO CONSULTATION DOCUMENT

Estyn response to the proposal to change the age range of Pembrey Primary School from 4-11 to 3-11

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

Introduction

The proposal is from Carmarthenshire County Council.

The proposal is to change the age range of Pembrey Primary School from 4-11 to 3-11 in order to enable the incorporation of nursery provision on the school site.

Summary/ Conclusion

The proposer has clearly defined the benefits of changing the age range of Pembrey school from 4-11 to 3-11 and it is Estyn's view that this proposal is likely to at least maintain the current standards of education in the area.

Description and benefits

The proposer has provided a clear rationale for the proposal. It appears to tie in with the proposer's legal responsibility to review the number and type of schools it has in the area and whether or not it is making the best use of the resources and facilities to deliver education and learning for pupils.

The proposer clearly describes the expected benefit of the proposal. This is to ensure continuity of progression for those pupils who access the Pembrey Flying Start programme on the school site until they are three years of age, but then have to go off site for nearly a year until they are admitted to the school. The proposer has not set out any disadvantages associated with the proposal.

The proposer has not identified any risks associated with the proposal. However it has not clearly defined how the nursery provision will be

incorporated on the Pembrey school site. It has also not considered the risk that parents may send their children to the other nursery providers in the area rather than to Pembrey primary school.

The proposer has now identified any alternatives to the proposal. It lists other nursery/school providers who may be affected by this proposal. However, the proposer does not make sufficient commentary as to how these providers will be affected. The proposer has suitably considered the impact of the proposal on learner travel arrangements. It states that transport arrangements will be made in accordance with the Council's home to school transport policy. There will be no change on travelling times for pupils living within the catchment area.

The provider has provided pupil capacity projections to January 2020. These show that there will be an increase in surplus places from 20 surplus places in January 2015 to 22 surplus places in January 2020 at the school. The proposer then makes the assertion that the school has the capacity for 30 FTE Nursery pupils and projected nursery pupils at the school. It is unclear as to how this figure has been determined.

The proposer does not appear to have sufficiently considered the impact of the proposal on Welsh medium provision within the local authority. It has listed three Welsh medium primary schools that may be affected by this proposal, but it has not provided enough commentary to demonstrate that it has taken account of the impact of the proposal on these schools. It has also listed nursery providers within a one mile radius of the school, but has not confirmed whether these are English medium or Welsh medium and what impact the proposal may have on these providers.

Educational aspects of the proposal

The proposer has not provided details regarding the performance outcomes of pupils at Foundation Phase and key stage 2. The proposer has suitably considered the most recent Estyn inspection report which was good overall. The proposer then reasonably concludes that the most likely impact of the proposal would be to improve the learning environment and experience and provide a more coherent Foundation Phase. This would be by eliminating a stage of transition between nursery and reception thus ensuring continuity of learning for pupils.

The proposer has provided details of the school's categorisation under the national school categorisation system. It has been categorised in the green category for support from which the proposer deduces that it is a highly effective school which is well run, has a strong leadership and is clear about its priorities for improvement.

The proposer has undertaken a useful community impact assessment and an equality impact assessment. These appear to show that there will be very little impact on vulnerable groups. The proposer also states that there will be no

change to the current provision offered for pupils with special educational needs at the school.

The proposer has not commented in the proposal document on how any potential disruption to learners will be minimised.

The Local Government response to Estyn

The proposer has not identified any risks associated with the proposal. However it has not clearly defined how the nursery provision will be incorporated on the Pembrey school site. It has also not considered the risk that parents may send their children to the other nursery providers in the area rather than to Pembrey primary school.

Risks and Counter Measures were included in the Supplementary Information which was sent out to all Stakeholders via e-mail on 22/12/15.

The proposer has not commented in the proposal document on how any potential disruption to learners will be minimised.

The authority will work with the pupils to ensure smooth transition and integration into the school.

Appendix D

Consultation with the Pupils

Consultation undertaken on the 3rd February 2016

By

Mrs Mari Owen

Associate Challenge Adviser

Carmarthenshire County Council

Carmarthenshire County Council

Listening to 'Learner Voice'

School – Pembrey

Date: - 3rd February 2016

Session undertaken by Mari Owen

Interviewed School Council and senior pupils

1. Would you like to be part of a bigger school that has more pupils?

Comments

- Yes, because more people so more friends
- Yes because there would be more teachers

2. Do you think it's a good idea for the school to become 3-11?

Comments

- Yes because children develop more skills at an early age if they start school at 3
- Yes, because pupils would be more confident at earlier age

3. What would be the advantages of a 3 - 11 school? What would you look forward to most?

Comments

- We would look forward to being Buddies to work with 3 year olds; there would be more opportunities to be a buddy.

4. Are there any disadvantages? Is there anything that you would be worried about?

Comments

- Some children are too young or too immature to start school at 3 but there would be a choice for parents
- Flying Start cabin on the yard taking some of the yard space is a disadvantage but this is not where the nursery is located

CYNGOR SIR CAERFYRDDIN

Neuadd y Sir, Caerfyrddin, SA31 1JP

Hysbysir trwy hyn yn unol ag Adran 42 o Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 (y Ddeddf) a'r Còd Trefniadaeth Ysgolion fod Cyngor Sir Caerfyrddin (y Cyngor), ar ôl ymgynghori â'r cyfryw bersonau ag sy'n ofynnol, yn cynnig newid ystod oedran Ysgol Pen-bre, Heol Ashburnham, Pen-bre, Llanelli, SA16 OTP o 4-11 i 3-11 a darparu 30 o leoedd meithrin. Cynhelir yr ysgol gan Gyngor Sir Caerfyrddin. Y bwriad yw rhoi'r cynnig ar waith ar 1 Ionawr 2017.

Cynhaliodd y Cyngor gyfnod ymgynghori cyn penderfynu cyhoeddi'r cynnig hwn. Mae adroddiad ar yr ymgynghoriad sy'n cynnwys crynodeb o'r materion a godwyd gan ymgynghorion, ymatebion y cynigwyr a barn Estyn ar gael ar www.sirgar.llyw.cymru

30 fydd nifer y disgyblion a dderbynnir pan fyddant yn 4/5 oed yn y flwyddyn ysgol gyntaf y gweithredir y cynnig. Bydd capasiti'r ysgol o ran disgyblion 3-11 oed, pan fydd y cynnig wedi ei gyflwyno, yn 240. Bydd 30 o leoedd meithrin ar gael.

Ni fydd newid i ddalgylch yr ysgol.

Cyn pen 28 diwrnod ar ôl dyddiad cyhoeddi'r cynnig hwn, hynny yw erbyn 2 Mehefin 2016, gall unrhyw berson wrthwynebu'r cynnig hwn. Dylid anfon gwrthwynebiadau at Mr Robert Sully, Y Cyfarwyddwr Addysg a Gwasanaethau Plant, Cyngor Sir Caerfyrddin, Adeilad 2, Parc Dewi Sant, Heol Ffynnon Job, Caerfyrddin, SA31 3HB neu gellir anfon neges e-bost at aaprma@sirgar.gov.uk

Llofnodwyd: Mr Robert Sully
Y Cyfarwyddwr Addysg a Gwasanaethau Plant
Ar ran Cyngor Sir Caerfyrddin

Dyddiedig: 6 Mai 2016

NODYN ESBONIADOL

(Nid yw'r Nodyn Esboniadol hwn yn rhan o'r Hysbysiad – yn hytrach fe'i cynigir er mwyn egluro)

1. Bwriad yr Awdurdod yw newid ystod oedran Ysgol Pen-bre o 4-11 i 3-11.
2. Os bydd plentyn yn cael ei dderbyn i'r dosbarth meithrin nid yw hyn yn rhoi hawl i'r plentyn gael lle llawn amser yn yr ysgol yn ddiiofyn a bydd rhaid gwneud cais newydd.
3. Mae gan ddisgyblion meithrin yr hawl i addysg rhan amser o ddechrau'r tymor yn dilyn eu penblwydd yn 3 oed. Caiff addysg rhan-amser ei ddiffinio fel 5 sesiwn bore neu brynghawn bob wythnos. Bydd disgyblion meithrin yn cael yr hawl i fynychu yn llawn amser ar ddechrau'r tymor cyn eu penblwydd yn 4 oed.

Bydd y newid arfaethedig yn digwydd ar 1 Ionawr 2017.

CARMARTHENSHERE COUNTY COUNCIL

County Hall, Carmarthen, SA31 1JP

Notice is hereby given in accordance with Section 42 of the School Standards and Organisation (Wales) Act 2013 (the Act) and the School Organisation Code that Carmarthenshire County Council (the Council) having consulted such persons as required, propose to change the age range of Pembrey School, Ashburnham Road, Pembrey, Llanelli, SA16 OTP from 4-11 to 3-11 and provide 30 nursery places. The school is maintained by Carmarthenshire County Council. It is proposed to implement the proposal on 1 January 2017.

The Council undertook a period of consultation before deciding to publish this proposal. A consultation report containing a summary of the issues raised by consultees, the proposer's responses and the views of Estyn is available on www.carmarthenshire.gov.wales

The admission number (AN) for pupils aged 4/5 in the first school year in which the proposal has been implemented will be 30. The capacity of the school for pupils aged 3-11 once the proposal is implemented will be 240. There will be 30 nursery places.

There will be no change to the school's catchment area.

Within a period of 28 days after the date of publication of this proposal, that is to say by 2 June 2016, any person may object to this proposal. Objections should be sent to Mr Robert Sully, Director of Education and Children's Services, Carmarthenshire County Council, Building 2, St David's Park, Job's Well Road, Carmarthen, SA31 3HB or e-mail to DECMEP@carmarthenshire.gov.uk

Signed: Mr Robert Sully
Director of Education and Children's Services
For Carmarthenshire County Council

Dated: 6 of May 2016

EXPLANATORY NOTE

(This Explanatory Note does not form part of the Notice but is offered by way of clarification)

1. It is the Authority's intention to change the age range of Pembrey School from 4-11 to 3-11.
2. Admission to the nursery does not automatically entitle a child to a full-time place in the school and a new application must be made.
3. Nursery pupils are entitled to part-time education from the beginning of the term following their third birthday. Part-time is defined as 5 morning or afternoon sessions per week. Nursery pupils will be entitled to attend on a full-time basis at the start of the term preceding their 4th birthday.

The proposed change will take place on 1 January 2017.

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EXECUTIVE BOARD

4th JULY 2016

MODERNISING EDUCATION PROGRAMME (MEP)

PROPOSAL TO CHANGE THE AGE RANGE OF PWLL PRIMARY SCHOOL FROM 4-11 TO 3-11

Recommendations / Key decisions required:

It is recommended that the Executive Board approves:

- To proceed with the proposal to change the age range of Pwll Primary School from 4-11 to 3-11 and to recommend to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

Reasons:

To comply with statutory procedures and guidance in relation to school re-organisation.

Relevant Scrutiny Committee Consulted – Unfortunately, due to the constricted statutory process it has not been possible to consult with the ECS Scrutiny Committee at this stage. However, at all previous stages to date the ECS Scrutiny Committee has unanimously resolved to proceed with the proposals to change the age range of Pwll Primary School from 4-11 to 3-11. In addition, no objections were received to the Statutory Notice.

Executive Board Decision Required YES 4th July 2016

Council Decision Required – YES (13th July)

Executive Board Member Portfolio Holder: Cllr. Gareth Jones (Education & Children)

<p>Directorate: Education & Children</p> <p>Name of Head of Service: Gareth Morgans</p> <p>Report Author: Simon Davies</p>	<p>Designations:</p> <p>Chief Education Officer</p> <p>School Modernisation Manager</p>	<p>Tel Nos. / E-Mail Addresses:</p> <p>01267 246450 EDGMorgans@carmarthenshire.gov.uk</p> <p>01267 246471 SiDavies@carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY

EXECUTIVE BOARD 4th JULY 2016

MODERNISING EDUCATION PROGRAMME PROPOSAL TO CHANGE THE AGE RANGE OF PWLL PRIMARY SCHOOL FROM 4-11 TO 3-11

The Flying Start programme in Carmarthenshire is a Welsh Government prevention initiative, providing families with children aged 0-3 years with a range of targeted intensive prevention services, who live in geographic areas of deprivation within Carmarthenshire

The provision of good quality childcare for children from 2-3 years of age is the centre-piece of service delivered under the Flying Start initiative. The quality childcare provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and in the long term.

As a result of the original eight and more recently an additional nine geographic areas being identified to receive targeted services, Flying Start currently commission childcare based in a number of Carmarthenshire Primary Schools.

The age range of Pwll CP School is currently age range 4-11. This has presented the Authority with a challenge whereby children can benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme located on school sites is to facilitate entry into school at the age of three. Therefore, to ensure continuity of progression for these disadvantaged children into primary school, the Authority has arranged for nursery provision to commence at these schools. The children can now benefit from interventions through the Flying Start programme until they are admitted to school. The Headteachers and Governing Bodies of these schools have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a statutory proposal to be published to formalise arrangements.

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Pwll School from 4-11 to 3-11 as soon as possible, through formal statutory procedures.

In accordance with County Council's instructions, a formal consultation exercise was undertaken from 7th December 2015 to 29th January 2016. The results of the consultation exercise are contained in the attached report.

The consultation report which summarised all of the observations received and the Local Authority's responses to these observations was presented to the ECS Scrutiny Committee, Executive Board and ultimately to the County Council for decision of whether or not to publish a statutory notice to implement the proposal.

In April 2016 approval was given by the County Council for the publication of the Statutory Notice. The Statutory Notice (attached) was published on May 6th 2016. The notice provided objectors with 28 days in which to forward their objections in writing to the Council. The Statutory Notice period ended on 2nd June 2016. No objections were received to the Statutory Notice.

As this proposal commenced under the Authority's previous arrangements for determining school organisation proposals, the Executive Board are provided the opportunity to offer comment and a recommendation to County Council whether or not to implement the proposal as detailed in the Statutory Notice.

Should the County Council decide to implement the proposal the age range of Pwll Primary School will change from 4-11 to 3-11 from 1 January 2017.

Recommendation

That the Executive Board recommends to the County Council that it implements the proposal as detailed in the Statutory Notice as from 1 January 2017.

DETAILED REPORT ATTACHED?	YES: Consultation Document Supplementary Information Consultation Report Statutory Notice
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IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **G. Morgans**

Chief Education Officer

S. Davies

School Modernisation Manager

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	YES	YES	NONE	YES	YES	NONE

1. Policy, Crime & Disorder and Equalities

Developments are consistent with the Authority's Welsh in Education Strategic Plan 2014-17, Corporate Strategy, Children and Young People's Plan and the Modernising Education Strategic Outline Programme.

2. Legal

Appropriate consultation will need to be initiated in accordance with the relevant statutory procedures.

3. Finance

Revenue implications will be catered for within the Local Management of Schools Fair Funding Scheme.

4. ICT

NONE

5. Risk Management Issues

Continuing with current age range of schools would not reflect the present position. The statutory consultation process needs to be completed to formalise arrangements.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: G. Morgans
S. Davies

Chief Education Officer
School Modernisation Manager

1. Scrutiny Committee

The Education and Children's Services Scrutiny Committee were notified of the Statutory Notice period.

2. Local Member(s)

Local Members, Cllr. Sian Caiach, Cllr. Penny Edwards were notified of the Statutory Notice period/

3. Community / Town Council

The Community Council and Town Council were notified of the Statutory Notice period.

4. Relevant Partners

Not applicable.

5. Staff Side Representatives and other Organisations

Teaching and non-teaching staff unions were notified of the Statutory Notice period.

No objections were received during the Statutory Notice period.

Staff (Teaching and Ancillary) Ysgol Y Bynea	Governors and Parents, Ysgol Y Bynea
Carmarthenshire Children's Partnership Child Care / Early Years** Communities First Partnership	Community Councillors Llanelli Rural Council Llanelli Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

Section 100D Local Government Act, 1972 – Access to Information**List of Background Papers used in the preparation of this report:**

These are detailed below.

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Planning School Places - Primary Schools – The Way Forward		www.carmarthenshire.gov.uk – the County Council Agenda 9 Pre 28/06/2004) – 11/04/2001
Modernising Education Provision Strategy and Draft Implementation Plan		www.carmarthenshire.gov.uk – Education and Learning – Useful Links
Modernising Education Provision Timeline/ Rollout:		www.carmarthenshire.gov.uk – Executive Board Agenda – 31/05/2005
Modernising Education Provision Update / Revised Draft Timetable		www.carmarthenshire.gov.uk – Executive Board Agenda – 24/07/2006
Modernising Educational Provision Future Use/Disposal of Redundant Land and Buildings arising from the MEP programme		www.carmarthenshire.gov.uk Executive Board – 31/05/05
School Organisation Code		http://gov.wales/topics/educationandskills/publications/guidance/school-organisation-code/?lang=en
MEP Annual Report 2013/14 and Programme 2014/15		http://www.carmarthenshire.gov.uk/ County Council Agenda 14 th January 2015
Strategic Outline Programme 21 st Century Schools		Strategic Outline Programme 21st Century Schools
Carmarthenshire's Welsh in Education Strategic Plan 2014- 2017		http://www.carmarthenshire.gov.uk/english/welsh/pages/trafodiaith.aspx
Consultation Document		http://www.carmarthenshire.gov.wales/home/resident/s/education-schools/modernising-education-programme/primary-schools/pwll/

DEPARTMENT FOR EDUCATION & CHILDREN

Our Vision.....Carmarthenshire is a community where children are safe and nurtured and learners of all ages are supported to achieve their full educational potential

Consultation on the proposal to change the age range of Pwll C.P. School from 4–11 to 3–11.

CONSULTATION DOCUMENT

Robert Sully
Director of Education & Children's Services

7th December 2015



**Safeguarding Children and
Improving Education Standards for All**

School Modernisation Section

Simon Davies, School Modernisation Manager (tel. 01267 246471)

Status of Document : final

If you require this information in large print, Braille or on audiotape please contact the Department for Education & Children 01267 246474.

Foreword

As part of its statutory obligation to keep the number and type of school places under review, the County Council has adopted a wide-ranging programme designed to improve school buildings and enhance opportunities for learning. The strategy reflects the vision and policies established by the County Council which embraces the requirement to deliver services, to clear standards – covering both cost and quality – by the most economic and effective means. In our drive to continually improve on the services made available to all learners, we must maximise the finite resources available to the Council, and continue to work in partnership with all those who have a contribution to make to the process of learning and the well being of both children and their families. Schools of the future will need to serve as a focus for a wide range of services dedicated to serving the needs of the community through a joined up approach.

Carmarthenshire is blessed with many very able teachers but the continuing changes to the curriculum places a heavy demand on their skills to meet the wide ranging demands of all children. Although the processes of learning, and skills of teaching, are extremely important, deep subject knowledge on the part of the teacher is essential if learners with their various gifts in different areas are to discover and develop their talents to the full.

Schools designed to meet current demands are expected to provide a broad and balanced curriculum through high quality and inspirational teaching. In the planning of new provision it will be important to ensure that our schools are properly equipped to enhance opportunities for social inclusion, sustainable development, equal opportunities and bilingualism. In practical terms we need to ensure that provision reflects the changing patterns of population, with schools based in the right location with accommodation and facilities fit to serve the needs of all learners in the twenty first century.

Consultation will follow the guidelines established by the Welsh Government and will involve identified interested parties. The information set out in this document is intended to clarify the proposals for your school and support the consultation process.



Robert A Sully
Director of Education & Children's Services

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1. Introduction

Carmarthenshire County Council has a legal responsibility to review the number and type of schools it has in the area and whether or not it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

As part of this process the Council has published its vision on how it sees the future for all of the primary schools in the County and this includes consulting on the future shape of education in Pwll C.P. School. The proposals for change included in this document are in line with that long-term objective.

This document seeks to stimulate the process of consultation by explaining the Authority's preferred option for the future provision of primary education for the pupils of Pwll C.P. School. The document offers an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered.

Consultation on this proposal will follow the guidelines established by the Welsh Government and will involve identified interested parties.

The main purpose of this document is to provide information and to gather the views of identified interested parties. You may wish to make use of the attached response Pro-forma included in **Appendix E** on page 29 of this document or by E-mail to: DECMEP@carmarthenshire.gov.uk for any response.

1.1 The Consultation Process

The consultation process will be outlined in detail in section 6 of this consultation document. The consultation on this proposal will follow guidelines as established by the Welsh Government.

1.2 Who else will be consulted?

This document has been sent to the following interested parties:

Staff (Teaching and Ancillary) Pwll C.P. School	Governors and Parents, Pwll C.P. School
Carmarthenshire Children's Partnership Child Care / Early Years ** Communities First Partnership	Community Councillors Llanelli Rural Council Llanelli Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union	LA Special Educational Needs Division

(T&G)	
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Burry Port, Parc Y Tywyn, Trimsaran, Five Roads, Ffwrnes, Old Road, Secondary Schools Glan-y-Môr, Strade)

**Mudiad Ysgolion Meithrin and any private nursery provision will be informed through the Child Care / Early Years provision section of the Education and Children’s Services Department.

1.3 The Consultation Period

There will be a period from 7th December 2015 to 29th January 2016 when you can express your views.

You can express your views by writing a letter or alternatively completing the attached response form in **Appendix E** which should be received by the Department for Education and Children’s Services, Building 2, St. David’s Park, Jobs Well Road, Carmarthen, SA31 3HB, or by E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January 2016.

2. Background

Carmarthenshire County Council is committed to providing each child with the best possible start in life and meeting the aspirations of Welsh Government as set out in their strategic documents e.g. *Building a Brighter Future: The Early Years and Childcare Plan*, *Qualified for life: An education improvement plan*.

The provision of high quality early years education is key to realising this ambition.

In Pwll C.P School the Welsh Government’s Flying Start Programme is delivering quality childcare for children aged 2-3 years of age.

Currently the age range of this school is 4-11. This leads to a gap in the provision of education within the school between the age of 3 and 4. It is the County Council’s view that seamless transition of pupils through the Flying Start programme into school at 3 years of age is the preferred means of providing early years education.

The Flying Start programme, **Appendix C**, is a Welsh Government initiative, providing families with children aged 0-3 years who live in specific geographic areas of Carmarthenshire with a range of support services.

The provision of good quality childcare for children from 2-3 years of age is integral to the service. Flying Start provision focuses on children living in disadvantaged communities and aims to improve their outcomes in preparation for school and lifelong learning.

Flying Start currently commissions childcare which is based in a number of Carmarthenshire’s Primary Schools. This includes Pwll C. P School.

The age range of **Pwll C.P. School**, is currently 4-11. This has presented the County Council with a challenge whereby children can benefit from interventions through the Pwll Flying Start programme until they are three years of age but there is a challenge in respect of appropriate education provision for nearly a year until admitted to school. One of the advantages of the Flying Start programme being located on a school site is to facilitate effective transition and entry into school. Therefore, to ensure continuity of progression for these learners into primary school, the County Council proposes to provide early years education provision at this school. The children would then benefit from interventions through the Flying Start programme until they access education in a maintained early years class in the school. The Headteacher and Governing Body of the school have been consulted on the new arrangements and are fully supportive.

Under the 2013 School Organisation Statutory Code a regulated alteration such as a change in the age range of a school by a year or more requires a proposal to be published to formalise arrangements. The County Council is therefore required to complete a statutory consultation process which, if approved, will commence in the Autumn Term 2015.

Current position within Carmarthenshire

Designated early years provision is offered in **33 schools** across the County Council.

Ysgol	Age Range
Bigyn	3-11 years
Bro Brynach	3-11 years
Bryn	3-11 years
Bryn Teg	3-11 years
Brynaman	3-11 years
Brynsierfel	3-11 years
Burry Port	3-11 years
Bynea	3-11 years
Copperworks	3-7 years
Cross Hands	3-11 years
Dafen	3-11 years
Dewi Sant	3-11 years
Furnace	3-11 years
Griffith Jones	3-11 years
Gwenllian	3-11 years
Halfway	3-11 years
Johnstown	3-11 years
Llangain	3-11 years
Llangynnwr	3-11 years
Maes y Morfa	3-11 years
Model	3-11 years
Myrddin	3-11 years
Nantgaredig	3-11 years
Pen-y-Gaer	3-11 years
Richmond Park	3-11 years
St Mary's , Llanelli	3-11 years
St Mary's Carmarthen	3-11 years

Stebonheath	3-11 years
Teilo Sant	3-11 years
Trimsaran	3-11 years
Ysgol y Bedol	3-11 years
Y Castell	3-11 years
Y Dderwen	3-11 years

Ysgol Feithrin Rhydaman provides for Bro Banw and Ysgol Gymraeg Rhydaman.

- There are **67 schools** in Carmarthenshire that do not have designated early years provision.
- Early Years Foundation Phase Learning Provision in Carmarthenshire is being offered in **47 non-maintained settings**.

This document sets out the proposal to formally change the age range of Pwll C.P School from 4-11 to 3-11 as soon as possible, to enable the incorporation of nursery provision.

The County Council has a legal duty to look at the number and type of schools it has in Carmarthenshire and is required to make sure that they are located in the right place, have the right facilities for the future and have the right resources to deliver education and learning for pupils. We think that both our pupils and staff deserve nothing less.

Changes in the curriculum and the way in which children will be taught in the future also means that we also have to look at whether or not, it is possible to review the age range of its schools to meet the future needs of the pupils.

3. What are we trying to achieve ?

We are trying to ensure seamless transition through the Flying Start Programme at 2-3 years into school provision on a part time basis at 3 years of age. At the present time, Pwll C.P. School does not have designated nursery provision.

Nursery provision for the community is currently provided by Little Acorns. Although the provision is of high quality, the introduction of the foundation phase of education has led to the need to provide a more integrated approach for the education of young children.

The provision for children at a 3-11 Primary school will allow young children in the area to smoothly progress from Flying Start provision into nursery provision and on to the foundation phase. The County Council's present challenge to bridge the "gap" whereby children currently benefit from interventions through the Flying Start programme until they are three years of age but have no provision for nearly a year until admitted to school would be addressed.

The benefits of this transition would ensure continuity of progression whilst providing a seamless progression from nursery, through into primary and from primary through into secondary education. It is known that children benefit educationally from the elimination of stages of transfer.

Pwll C.P.School falls in a Flying Start area which offers free care provision for children between the ages of two and three prior to them accessing the part time learning provision that the County Council is required to provide for all children from the beginning of the term following their third birthday.

Conclusion

In order to support the seamless transition of pupils through the Flying Start programme to school admission, it is considered essential that the County Council moves to extend the age range of Pwll C.P. School from 4-11 to 3-11 as soon as possible through the instigation of formal statutory procedures.

Proposal

“To change the age range at Pwll C.P.School from 4-11 to 3-11 as soon as possible”

4. General School Information – (neighbouring schools)

4.1 School / Nursery Providers which may be affected by this proposal

The catchment area of Pwll C.P.School is surrounded by the following Community Primary schools:

Burry Port Community Primary School, Carmarthenshire
 Ysgol Gymraeg Parc Y Tywyn, Carmarthenshire
 Ysgol Gynunedol Trimsaran, Carmarthenshire
 Ysgol Gynradd Pum Heol (Five Roads), Carmarthenshire
 Ysgol Gymunedol Ffwrnes, Carmarthenshire
 Old Road Community Primary School

Name of School	Type of School	Language Category	Admission Number	Capacity MCSW (as at Sept 2015-16)	Jan 2015 PLASC Number of pupils on Roll FTE (inc Nursery)	Age Range
Pwll (excl Autistic Unit)	Community Primary	EM	15	123	71	4 - 11
Burry Port	Community Primary	EM	30	240	192.5	3 - 11
Parc Y Tywyn	Community Primary	WM	40	323	240	4 - 11
Trimsaran	Community Primary	WM	40	316	177	3 - 11
Five Roads	Community Primary	WM	12	101	90	4 - 11
Ffwrnes	Community Primary	WM	60	480	296.5	3 - 11
Old Road	Community Primary	EM	30	240	171	4 - 11

4.2 Pupil Numbers in Full Time Education (FTE) (inc Nursery) (Neighbouring schools)

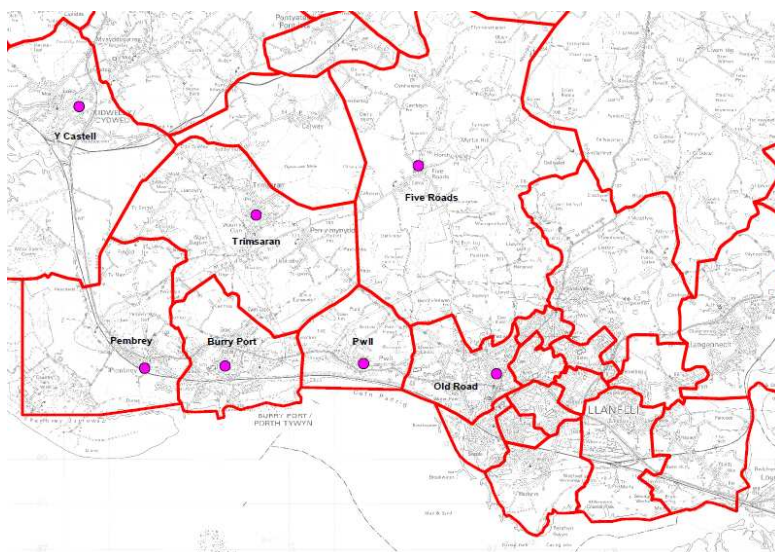
The table and graph below shows pupil numbers in full time education (PLASC 2015) for Burry Port Community Primary School, Ysgol Gymraeg Parc Y Tywyn, Ysgol Gymunedol Trimsaran, Ysgol Gynradd Pum Heol (Five Roads) Ysgol Gymunedol Ffwrnes, Old Road Community Primary School for January 2015 and the projected numbers for the next five years.

School	Total Pupils FTE (Inc Nursery) (Jan 15)	Projected Total Pupils FTE 2016 (inc Nursery)	Projected Total Pupils FTE 2017 (inc Nursery)	Projected Total Pupils FTE 2018 (inc Nursery)	Projected Total Pupils FTE 2019 (inc Nursery)	Projected Total Pupils FTE 2020 (inc Nursery)
Pwll (excl Autistic Unit)	71	74	74	73	73	72
Burry Port	192.5	184.5	171.5	176.5	174.5	171.5
Parc Y Tywyn	240	246	253	266	263	265
Trimsaran	177	176	171	167	166	168
Five Roads	90	94	97	101	107	102
Ffwrnes	296.5	306.5	316.5	323.5	334.5	328.5
Old Road	171	172	177	180	177	179

4.3 Nursery providers - (within a 1 mile radius of Pwll C.P School)

Primary Type	Provider Name	Flying Start	Private / Local Authority/ Voluntary	Registered Capacity	Registered with CSSIW (April 15)
Cylch Meithrin	Little Acorn	Yes	Local Authority	20 (10am – 10pm)	20 (10am – 10pm)

The following diagram outlines the surrounding catchment areas of schools



5. Pwll C. P School.

5.1 Pupil Projections

The following table shows the actual pupil total and pupil projections for Pwll C.P. School for the next five years.

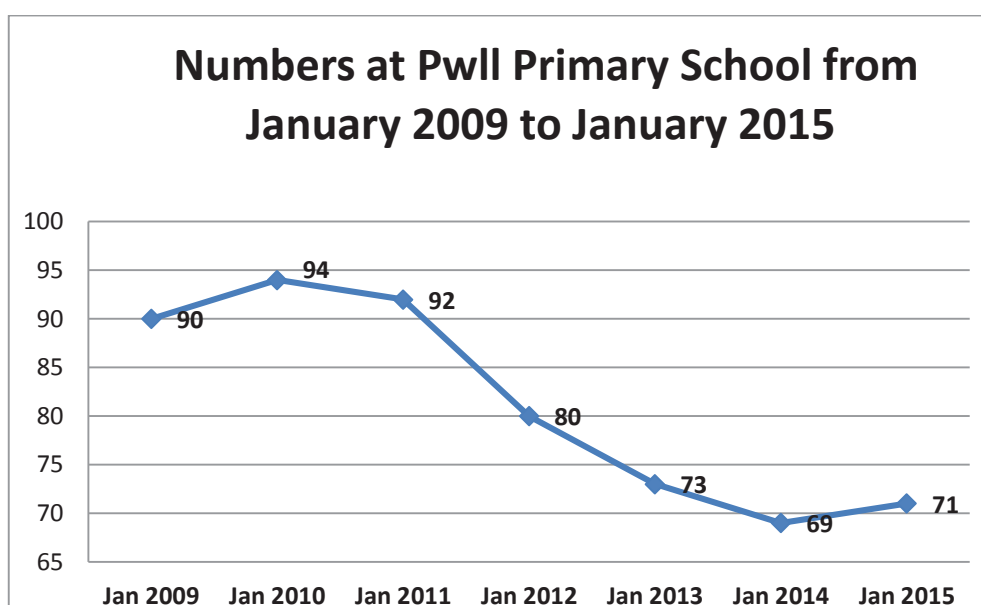
	Actual	Projected Pupil Total (FTE)				
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Pwll (excl Autistic Unit)	71	74	74	73	73	72

5.2 Pupil Numbers

5.2.1 Current Trends

The following table and graph shows pupil numbers for January 2015 and the previous six years. It can be seen from this information that there has been no significant change in pupil numbers over the past 3 years.

Pwll	2yrs (FT)	3yrs (PT)	3yrs (FT)	4yrs (PT)	4yrs (FT)	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	11yrs	Total (PUP)	Total (FTE)
Jan-15	1	3	5	0	11	8	10	9	10	9	6	0	73	71
Jan-14	0	0	8	0	7	8	8	9	10	7	12	0	69	69
Jan-13	0	0	5	0	8	9	10	12	9	11	9	0	73	73
Jan-12	0	0	6	0	7	9	15	7	13	11	12	0	80	80
Jan-11	0	0	6	0	9	12	9	13	13	13	17	0	92	92
Jan-10	0	0	4	0	14	9	12	14	13	15	13	0	94	94
Jan-09	0	0	7	0	9	11	12	10	14	11	16	0	90	90



5.3 Pupil Capacity Information

The methodology for the calculation of school capacities was changed in 2006 following the implementation of new Welsh Assembly guidelines “Measuring the Capacity of Schools in Wales” (MCSW) which was implemented by the County Council in 2008. Prior to 2008, the More Open Enrolment methodology was used. Spare places numbers for Pwll C.P.School are shown in the following table.

	Actual Pupil Total (FTE*) Jan 2015	Pwll C.P. School (Projections – Pupil Total (FTE*))					
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020	
Total projected numbers (excl Autistic unit)	71	74	74	73	73	72	
Capacity	123	123	123	123	123	123	
Surplus	52	49	49	50	50	51	

Pwll C.P. School has capacity for 21 FTE Nursery pupils and projected nursery pupils at the school.. The table above provides an analysis of the implications of accommodating nursery pupils at the school.

5.4 Quality and Standard of education

The most recent Estyn inspection for Pwll C.P. School took place in October 2012.

Pwll Primary School is close to the town of Llanelli in Carmarthenshire. It currently has 71 pupils from three to 11 years of age, compared with 80 when the school was last inspected. There are six full-time teachers for five classes, including two classes for the nine pupils in the autism teaching facility. Nearly all pupils transfer to Glan y Môr Comprehensive School at the end of primary school.

The school serves a community with a high level of social deprivation. Thirty-six per cent of pupils are eligible for free school meals; this is significantly higher than the average for the local authority and Wales. No pupils speak Welsh as their first language or have English as an additional language.

The school has identified about 40% of pupils as having additional learning needs; this is considerably higher than the average for Wales.

During each inspection, inspectors aim to answer three key questions:

Key Question 1: How good are the outcomes?

Key Question 2: How good is provision?

Key Question 3: How good are leadership and management?

Inspectors also provide an overall judgement on the school’s current performance and on its prospects for improvement.

In these evaluations, inspectors use a four-point scale:

Judgement	What the judgement means
Excellent	Many strengths, including significant examples of sector-leading practice
Good	Many strengths and no important areas requiring significant improvement
Adequate	Strengths outweigh areas for improvement
Unsatisfactory	Important areas for improvement outweigh

Summary

The School's current performance	Adequate
The Schools prospects for improvement	Adequate

Main Findings

Key Question 1.	How good are outcomes ?	Adequate
Key Question 2.	How good is provision ?	Adequate
Key Question 3.	How good are leadership and management ?	Adequate

5.5 School Standards

National School Categorisation System

The Minister for Education and Skills announced the introduction of the national School Categorisation System in September 2014. The system is not purely data-driven but also takes into account the quality of leadership and teaching and learning in our schools. The system will not take the place of Estyn reports, Estyn will continue to inspect schools and provide an external check on the national school categorisation system when inspecting.

The new system evaluates and assesses schools and places them in a support category using the following information:

- A range of performance measures provided by the Welsh Government.
- Robust self-evaluation by the school on its capacity to improve in relation to leadership and teaching and learning.
- Assessment of the school's self evaluation by challenge advisers in the regional consortia, agreed with the County Council.

The new categorisation system will give a clear and fair picture of a school's progress. There is a three step process in generating a category for a school, firstly after the performance data and self-evaluation have been analysed a draft support category is generated for each school. This category is discussed with the school by regional consortia and then agreed with the local authority.

The table below summarises the data for Pwll C.P. School;

National School Categorisation System – Data 2014

School	Standards Group	Improvement Capacity	Support Category
Pwll	3	B	Amber

As can be seen from the table above Pwll C.P. School has been categorised in the Amber category reported as a school in need of improvement.

5.6 Pupil Costs

Based on 2015/16 data the budget cost per pupil is £7,234 at Pwll C.P. School which is higher than the county average of £3,739.

5.7 Financial Implications - Revenue

Pwll C.P.School is funded in accordance with the County Council's Fair Funding policy and will receive resources on the same basis as any other school in the County Council, based on the new school's pupil numbers and facilities.

5.8 Admission Arrangements

The County Council is the Admissions Authority for Pwll C.P.School. The current admission number (AN) is 21.

If you have any queries in relation to admission to the school the contact details for Carmarthenshire LA are as follows:

The School Governance and Admissions Unit,
Carmarthenshire Local Authority,
Department for Education and Children,
Block 2,
Main Building,
St. David's Park,
Carmarthen. SA31 3HB

Tel No: 01267 246449
Fax : 01267 246746
E-mail : rjonesevans@carmarthenshire.gov.uk

5.9 Building Facilities

The Accessibility Audit undertaken in February 2009 reported that Pwll C.P. School, which is located directly off School Road in the village of Pwll, close to Llanelli. The site has a commanding view over Carmarthen Bay. The original school building was built in the 1930's as two separate blocks for infants and juniors respectively. A link was built in the 1970's to combine the two blocks and form one primary school, and further adaptations and alterations have been carried out more recently. The Original buildings are of stone construction beneath pitched slate roofs, and the link is a brick facing structure also beneath a pitched slate roof.

The infant areas include two large classrooms and a storage area, along with a staff room, staff toilet and stores. The link between the two original blocks contains two girls and one boys toilet areas, and an accessible WC and shower. The junior area contains classrooms, an ICT suite, nursery and teaching stores, with pupils toilets near the nursery. The main hall/dining area is also found in this part of the building, with the school kitchen adjacent. There is an admin office, Headteacher's office, stores and staff WC.

Externally, there is a small car park, a playground and an external nursery play area.

As part of the **National 21st Century School Programme of all schools in Wales** on behalf of the County Council Pwll C.P. School scored the following ratings:

Overall Condition: B Reasonable

Suitability: B Reasonable

5.10 Transport

Transport arrangements will be made in accordance with the County Councils home to school transport policy. There will be no change on travelling times for pupils living within the catchment area.

5.11 School Catchment Area

Pwll C.P. School will remain located on the current school site therefore the designated catchment area will be based on that of the existing Pwll C. P.School.

5.12 Secondary School Transfers

There will be no changes to the current transfer arrangements for pupils in respect of Secondary education.

5.13 Special Needs

There will be no change to the current provision offered for pupils with special education needs at the School.

6. The Statutory Process

6.1 Consultation Period

The consultation period for this proposal starts on 7th December 2015 and ends on 29th January 2016. During this period you can ask questions and express your views by writing a letter or completing the attached response form in **Appendix E**. Letters and response forms should be sent to:

Department for Education and Children's Services,
Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA313HB, or by
E-mail to: DECMEP@carmarthenshire.gov.uk no later than noon on 29th January
2016.

Consultees can submit their views in favour of or against a proposal. Responses received during the consultation period will not be treated as statutory objections. If consultees wish to object, they will need to do so in writing during the statutory objection period outlined below.

6.2 Considering Your Views

Within 13 weeks of 29th January 2016 a consultation report will be published on Carmarthenshire County Council's website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees and provide Carmarthenshire County Council's response to these issues. The report will also contain Estyn's view of the proposal.

The County Council of Carmarthenshire County Council will consider the consultation report and decide whether or not to proceed with the proposal.

If the County Council of Carmarthenshire County Council decides to continue with the proposal Carmarthenshire County Council must publish a statutory notice.

6.3 Statutory Notice

The statutory notice will be published on Carmarthenshire County Council's web site and posted in the named and neighbouring schools and within the locality. Copies of the notice will be made available to the school to distribute to pupils, parents, carers and guardians, and staff members (the school may also distribute the notice by email).

The notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days.

6.4 Determination of Proposal

The County Council of Carmarthenshire County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications. In doing so, the Executive Board will take into account any statutory objections that it received.

6.5 Decision notification

Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

6.6 The Statutory Process Time-Table

The statutory process and timetable will be as follows:-

December 2015	Issue of this consultation document to identified and other interested parties.
January 2016	Closing date for views on the proposal to be received by the Department for Education & Children.
March 2016	<p>Within 13 weeks of 29th January 2016 a Consultation Report will be taken to the County Council and published on Carmarthenshire County Council's website. Decision to proceed to publish statutory notice. OR alternatively proposal ends. If the decision is made to proceed then a statutory notice will be published. The notice will outline details of the proposal and be published on the Council's web site and be displayed near the entrance of the school and schools which are subject to the proposals. Copies of the notice will be made available to the school to distribute to parents, guardians and staff members.</p> <p>Following publication there will be a 28 day period during which time formal written objections will be invited.</p> <p>The statutory notice will give details on how you may record your objections to the proposal.</p>
April 2016	<p>End of formal 28 day notice period for objections. County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications, in doing so the County Council will take into account any statutory objections that it received.</p> <p>Deadline to notify parents of intention to implement proposal.</p>
September 2016	Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

7. Appendix A – Community Impact Assessment

Community Impact Assessment

Pwll - General Information

Pwll Primary School is close to the town of Llanelli in Carmarthenshire. It currently has 71 pupils from three to 11 years of age, compared with 80 when the school was last inspected. There are six full-time teachers for five classes, including two classes for the nine pupils in the autism teaching facility. Nearly all pupils transfer to Glan y Môr Comprehensive School at the end of primary school.

The school serves a community with a high level of social deprivation. Thirty-six per cent of pupils are eligible for free school meals; this is significantly higher than the average for the County Council and Wales. No pupils speak Welsh as their first language or have English as an additional language.

The school has identified about 40% of pupils as having additional learning needs; this is considerably higher than the average for Wales.

Catchment Area Analysis

Local / Catchment Area School

Carmarthenshire County Council recognises that there is an important relationship between a school and its community. The County Council has therefore identified a designated geographical area which the school serves and is referred to as the school's catchment area. Details of a school catchment area's are available at the school's and on the County Council's website or are available from the relevant Admissions Authority.

Whilst living in a school's catchment area does not guarantee admission to the school it is an important factor as it will give the application a higher priority than those from individuals who live outside the catchment area. Residency within the defined catchment area of a school is also important as it is one of the key criteria in assessing eligibility for assistance with home to school transport.

Prior to making an application for admission to a school the County Council strongly recommends that you contact, discuss and if possible visit your local school so that you are aware of the facilities and opportunities they are able to offer.

Most parents send their child to their local school but parents have a right to state a preference for other schools.

Children attending the school from inside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Pwll C.P. School catchment area indicated that of the 71 pupils on roll (FTE), 73 (Total Head Count) 55 pupils lived within the catchment area.

Children attending the school from outside catchment

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Pwll C.P. School catchment area indicated that of the 71 pupils on roll (FTE), 73 (Total Head Count), 29 pupils lived outside the catchment area.

Children within the catchment area attending other schools

Based on January 2015 pupil address data, the geographical data in relation to the pupil distribution for Pwll C.P. School catchment area indicated that, of the 71 pupils on roll (FTE), 73 (Total Head Count), 66 pupils within the catchment area of the school attended other schools.

Pwll C.P.School Facilities / Activities

Pwll C.P. School offers pupils a breakfast club during term time between 8am and 9am. The school also offers after school clubs to pupils wishing to participate in various activities between Monday and Thursday between 3:30pm and 5:30pm.

After school clubs which delivers and various activities (depending on the time of year) extend pupils learning experiences enabling them to participate in a range of outdoor activities and develop self-confidence and independence.

Community use of Pwll C.P.School building

The community of Pwll C.P. School do not currently use the school building facilities.

Church in Wales Provision

Should parents wish to send their children to a school offering the church in Wales character their nearest school would be Pentip Voluntary Aided Primary school in Llanelli subject to parental preference.

8. Appendix B – Equality Impact Assessment

Carmarthenshire County Council Assessing Impact

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Carmarthenshire's approach to Equality Impact

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

Reporting on assessments

Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

**Carmarthenshire County Council
Assessing Impact**

Contact Name	Lowri Morgan	Title Miss		School Development Project Support Officer				
Service area	School Modernisation	Department		Education & Children				
Name of the activity / proposal								
To legally change the age range of Pwll C.P. School from 4-11 to 3-11 as soon as possible.								
Description of proposal	Policy	Procedure	Decision		Function			
Please detail the proposal and its main objectives	It is the County Council's proposal to legally change the age range of Pwll C.P. School from 4-11 to 3-11 as soon as possible to enable the incorporation of nursery provision.							
	Age	Disability	Gender reassignment	Sex	Sexual Orientation	Race – including ethnic, or national origin, colour or nationality	Religion or belief – including lack of belief	Welsh language
Is the activity/proposal relevant to the public specific duties relating to each equality strand? (Tick as appropriate)	N	N	N	N	N	N	N	N
Should the activity / proposal eliminate discrimination and eliminate harassment in relation to:	N	N	N	N	N	N	N	N
Should the activity / proposal promote equality of opportunity in relation to:	N	N	N	N	N	N	N	N

Potential impact

What do we know about the potential POSITIVE IMPACT of the activity / proposal on the following protected characteristics? (Also, please consider the potential impact on the Welsh language)
Briefly describe the nature of the impact.

Age	Yes
Disability	No impact anticipated
Gender reassignment	No impact anticipated
Sex	No impact anticipated
Sexual Orientation	No impact anticipated
Race	No impact anticipated
Religion or belief	No impact anticipated
Welsh language	No impact anticipated

Could the activity or proposal have an ADVERSE / NEGATIVE impact on the following groups?
(Please provide further information)

Age	No
Disability	No
Gender reassignment	No
Sex	No
Sexual Orientation	No
Race	No
Religion or belief	No
Welsh language	No

What improvements could be made to ensure that these impacts are addressed?

Consultation

Have you consulted with any of the protected groups or their representative bodies? If so please give details. What was the outcome?

Description of consultation	There has been informal and formal consultation on the proposals.
Outcome of consultation	

Information and Monitoring

What other information (e.g. reports, surveys, user monitoring or information from other sources) do you have to inform your decision?

None

<u>Mitigation</u>	
If adverse impact has been identified, what can be done to mitigate that impact?	
Please detail steps to be taken to mitigate any adverse impact	N/A
Describe any actions taken to maximise the opportunity to maximise equality, i.e. changes to the activity / proposal, regulation, guidance, communication, monitoring or review	N/A
Have there been any changes to the activity / proposal as a result of conducting this EqIA?	N/A
The duty specifically requires the Authority to have due regard to the results of the Equality Impact Assessments. Having considered the potential or actual impact on protected groups what is the next step for this activity / proposal?	
No major change (your assessment demonstrates that the policy is robust. The evidence shows no potential for discrimination)	*
Adjust the policy (you will take steps to remove barriers, to better advance equality or foster good relations)	
Continue the policy (you will adopt or continue, despite potential for adverse impact. You must note justification in this case)	
Stop and remove the policy (if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the policy altogether)	
<u>Context</u>	
Is this proposal part of a wider plan which would place it in context?	
Details of context of the proposal	21st Century Schools Programme Modernising Education Programme
<u>Monitoring</u>	
Please outline your plans to monitor the ongoing impact on the affected group(s)?	
No affected groups identified	
<u>Other information</u>	
Is there anything else which ought to be recorded? N/A	

Date of completion	As soon as possible
Review date	N/A

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact
Corporate Policy Team
Chief Executive's Department
01267 22(4914) / (4676)
equalities@carmarthenshire.gov.uk

Please send a copy of the assessment to the above e-mail address upon completion.

9. Appendix C – Flying Start

Flying Start

Flying Start service is a Welsh Government funded programme, which provides intensive support services to 0-3 year old children and their families who live in disadvantage areas within Carmarthenshire.



It is a targeted programme now available in 12 geographical areas in the County. These are Betws in the Ammandford area, Bigyn, Felinfoel, Morfa, Lakefield/Copperworks, Dafen Llwynhendy and Bynea in the Llanelli area, Carway, Pwll West/Maengwnne, Trimsaran and Richmond Park and Carmarthen Town North in the Carmarthen area. (*Strict postcode eligibility does apply*)

Four further areas have been approved by the Welsh Government namely; Pantyffynnon (Ammanford), Garnant, Glanaman and Burry Port Central and Pembrey.

Children aged 2-3 years, living in Flying Start areas are entitled to free part time childcare for 12.5 hours per week, which is equivalent to two and a half hours per day, Monday to Friday for 42 weeks of the year. This programme has expanded significantly in recent years.

The focus of the service is on the **child** and in particular to ensure that all children develop their language, social skills, emotionally, physically in order to be ready to begin school. Through early identification of needs Flying Start aims to put support services in place to address those needs within the family. This is achieved through **four** main service areas.

1. Health Visiting & Midwifery Service

Providing an intensive Health Visiting service; with 8 newly established Health Visitor posts and a reduced caseload, Health Visitors have the capacity to visit families more frequently and provide one to one support in the home. From the time a new born baby is born, each Flying Start family is supported to develop and bond with their baby, supporting mum in particular with her emotional and mental health, provide weekly clinics promoting the uptake of immunisations, giving general baby health advice, on weaning, creating routines and sleep patterns. Baby Massage courses can also be offered, informing parents about baby bonding and creating attachment which can help alleviate and soothe a baby during illness, or teething and general growth. The Health Visiting Service continues up to the age of 4 years old, when the child's health care is handed over to the school nurse on entry to school.

Specialist Midwifery service – for those more vulnerable families who need additional support with identified intense needs, a midwife service is available ante-natally offering advice on staying well during pregnancy. This service is on a referral basis only from your Community Midwife.

Speech and Language Therapy service – this service is available for families and

their children on a one to one basis in their homes, where children have been identified as having developmental or language delays. Flying Start Support Officers deliver a six week home speech & language programme and encourage parents to continue the language work on a continual basis after the sessions are complete.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

2. Free Childcare for 2-3 Year Old Children

Children living in Flying Start areas are entitled to free part-time childcare for twelve and a half hours per week, which equates to two and a half hours per day, Monday to Friday, for 42 weeks of the year. Flying Start have purchased childcare places from the following providers:

- Cylch Y Felin, Betws in Betws Community Primary School
- St Paul's Family Centre in Bigyn
- Myrtle House Day Nursery in Bigyn
- Cylch Meithrin Carway in Carway Primary School
- Cylch Meithrin Felinfoel, in the Community Education Centre, Felinfoel
- Jellitotz Playgroup at Pen-y-Morfa Community Hall, Morfa
- Teddybears Nursery at the Dewi Sant Centre, Llanelli
- The Children's Centre, Llwynhendy
- Ty Ni Family Centre, Carmarthen Town
- Ty Hapus Family Centre, Park Hall Estate, Carmarthen
- Argel Family Centre, Johnstown

The Flying Start Early Years Teacher works with each childcare setting in order to develop suitable curriculum plans and activities which stimulate two year olds' development. The emphasis is on setting standards which produce 'quality' childcare provision across all 11 childcare settings.

Please telephone 01554 742468 to see if you are eligible for any of these free services and to check for availability of vacant childcare places.

3. Parenting Programmes

Parents living in Flying Start areas are supported further by having the opportunity to attend a range of parenting programmes, which aim to give them the skills to parent effectively. Some courses are especially for new parents with new born babies to encourage baby bonding and attachment. As children grow further programmes are available which build parent's confidence to handle their children's behaviour, promote positive parenting, creating positive approaches to building healthy relationships with their children. Courses range from:

- **'How to get to know your Baby'** (Webster Stratton) programme – for new parents with new born babies and children up to 12 months old
- **Neo-Natal Assessment Screening** – this is an assessment carried out with parent and child which encourages baby bonding and attachment
- **'Baby Massage'** – for new born babies and up to 12 months old
- **'Incredible Years'** (Webster Stratton) programme – for toddlers 2-3 year olds
- **'Handling Children's Behaviour'** – for toddlers 2-3 year olds.

Please telephone 01554 742468 to see if you are eligible for any of these free services.

4. Basic Skills programmes

Language and Play (LAP) courses are available to families living in Flying Start areas, which encourage parents how to interact and play with their children in a positive way to promote and stimulate their child's language development, including increasing their range of words and vocabulary. This is a very popular course with parents as it stimulates a 'feel good factor' which promotes a strong healthy relationship with parent and child. Parents will talk, play and create craft activities with their children, use available resources, sing songs and nursery rhymes, all in the effort for the child to 'learn through play'. The Numbers and Play (NAP) courses are equally as popular and very similar, using words associated with figures, numbers, and shapes to promote language development.

Story sessions at local libraries and on the Story Bus are also available and organised periodically throughout the year and are promoted locally.

10. Appendix D – Area Profile

Pwll - Postcode: SA15 4AL: (Hengoed 2 LSOA Code: W10001925)

WIMD 2014 based on fine-grained geography of lower Super Output Areas (LSOAs). The WIMD 2014 is compiled from eight domains, Income, Employment, Health, Education, Housing, Access to Services, Physical Environment and Community Safety and is published at Lower Super Output Area of which there are 112 in Carmarthenshire.

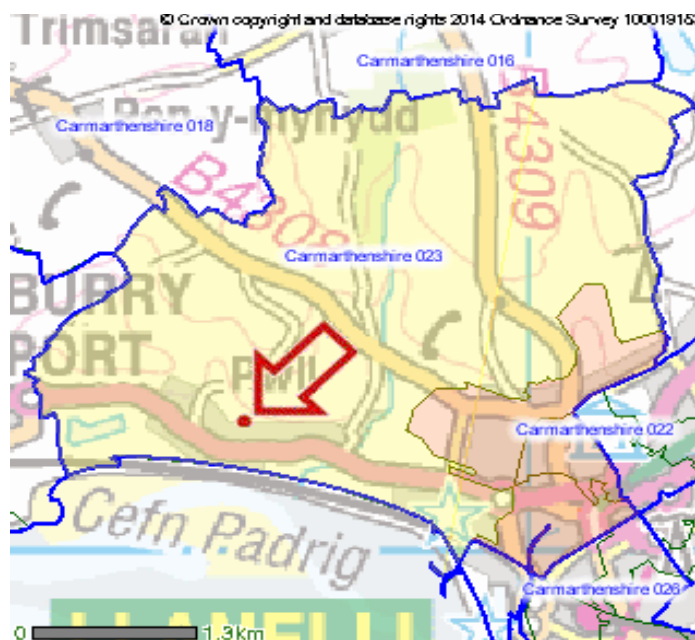
Under WIMD, where Rank 1 is the most deprived, **Hengoed 2** ranks 56 in Carmarthenshire from 112 LSOAs and is ranked and 910 in Wales from 1909 LSOAs.

The highest level of deprivation attributed to **Hengoed 2** is the Physical Environment domain which is ranked 26th in Carmarthenshire and 446th in Wales.

Hengoed 2 – Pwll, Stradey Woods, Sandy Water Park.

LSOA	Overall Index		Income		Employment		Health		Education		Housing		Access to Services		Physical Environment		Community Safety	
Hengoed 2	56	910	48	915	53	897	45	784	60	1048	105	1659	46	411	26	446	60	1351

Source: Welsh Index of Multiple Deprivation 2014 (released November 2014), Welsh Assembly Government.
 Note: LSOAs ranked 1-112 (Carmarthenshire), 1-1909 (Wales).



Area Profile for Postcode: SA15 4AL: (Hengoed 2 LSOA Code: W10001925)

Population:	2,333
Welsh Language:	People with knowledge of Welsh: 49.7% Can speak Welsh: 32.9% Can speak, Read and Write Welsh: 24.9% Can speak Welsh (Age 3-15):6.5% No skills in Welsh:50.4%
Number of Children & Young People:	17.3% (Aged 0-15) 9.9% (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 96.0% White (Irish): 0.1% White (Other): 1.8% Mixed (White/Black Caribbean): 0.2% Asian British (Indian) 0.4% Asian British (Other Asian): 1.0% Other Ethnic Group: 0.5%
Religion:	Christian: 63.4% Buddhist: 0.3% Hindu: 0.3% Jewish: 0.2% Muslim: 0.1% Sikh: 0.0% Other Religion: 0.5% No Religion: 26.3% Religion Not Stated: 8.9%
Deprivation Ranking:	Total number of Households: 980 Total households not deprived in any dimensions: 399 No of households Deprived of between 1-4 dimensions: 581

11. Appendix E – Response Pro-forma

Please provide us with your comments on the proposals regarding future provision for primary pupils residing in the Pwll C.P. School catchment areas.

Your comments:

Do you have any other issues that you wish to bring to our attention?

Please tick box if you wish to be notified of the publication of a consultation report.

Signature _____

Print Name _____

Position /

Category of

Respondent

(E.g. parent) _____

Address _____

Postcode _____

Date _____

Please note that unless you indicate otherwise your comments will be open to the public as part of the formal records of the consultation.

Please detach this form and return to: Department for Education and Children's Services, Building 2, St David's Park, Jobs Well Road, Carmarthen. SA31 3HB or E-mail to DECMEP@carmarthenshire.gov.uk no later than 29th January 2016.

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PWLL PRIMARY SCHOOL

**CHANGE TO THE AGE RANGE OF PWLL
PRIMARY SCHOOL FROM 4-11 TO 3-11**

CONSULTATION DOCUMENT

Supplementary Information

21 December 2015

Any risks associated with the proposals and any measures required to manage these.

Risk		Counter Measure
3.	Failure to obtain statutory approval to implement the proposal.	- Follow guidelines as set out in the School Organisation Code 2013
4.	Integration of pupils into the new school.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school

The names, locations and categories of all existing schools likely to be affected by the proposals.

It is anticipated that the following schools would only be affected by this proposal:

Burry Port
 Parc Y Tywyn
 Trimsaran
 Five Roads
 Ffwrnes
 Old Road
 Glan-Y-Môr
 Y Strade

Pupil Numbers

The tables below show the pupil numbers for Burry Port, Parc Y Tywyn, Trimsaran, Five Roads, Ffwrnes, Old Road, Glan-Y-Môr and Y Strade

Ysgol Parc Y Tywyn															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	10	0	29	41	35	41	35	31	29	0	240	240
2014	0	0	0	16	0	36	36	39	24	31	29	32	0	243	243
2013	0	0	0	22	0	38	40	27	31	31	34	30	0	253	253
2012	0	0	0	18	0	41	29	31	34	33	32	29	0	247	247
2011	0	0	0	24	0	28	32	34	34	33	30	29	0	244	244

*Ages as at 31/08/14

Burry Port Community Primary School															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	8	0	7	11	0	31	19	2	22	16	34	28	0	200	192.5
2014	7	0	15	16	0	21	23	20	17	32	28	32	0	211	200
2013 (I)	0	0	0	12	0	22	20	17	0	0	0	0	0	71	71
2013 (J)	0	0	0	0	0	0	0	0	32	26	30	34	0	122	122
2012 (I)	0	0	0	12	0	20	18	29	0	0	0	0	0	79	79
2012 (J)	0	0	0	0	0	0	0	0	29	28	38	38	0	133	133
2011 (I)	0	0	0	12	0	20	29	28	0	0	0	0	0	89	89
2011 (J)	0	0	0	0	0	0	0	0	28	35	33	31	0	127	127

*Ages at at 31/08/14

Ysgol Trimsaran															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	12	0	27	0	23	17	16	19	21	23	19	0	177	177
2014	0	7	0	21	0	18	15	20	24	21	20	9	0	155	155
2013	0	8	0	19	0	14	21	24	21	19	12	22	0	160	160
2012	0	7	0	16	0	21	22	21	18	14	23	25	0	167	167
2011	0	3	0	21	0	24	20	19	14	22	24	17	0	164	164

*Ages as at 31/08/14

Five Roads Primary School															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	5	0	9	14	20	9	12	11	10	0	90	90
2014	0	0	0	5	0	14	18	9	12	12	10	9	0	89	89
2013	0	0	0	11	0	18	9	12	12	10	9	11	0	92	92
2012	0	0	0	13	0	9	12	12	10	9	11	8	0	84	84
2011	0	0	0	5	0	11	12	10	10	11	11	11	0	81	81

*Ages as at 31/08/14

Ysgol Ffwrnes															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	18	0	17	28	0	55	40	44	27	32	27	26	0	314	296.5
2014	18	0	22	28	0	38	42	26	31	28	26	27	0	286	266
2013	13	0	14	18	0	39	26	34	25	27	27	24	0	247	233.5
2012	0	0	0	27	0	26	33	23	25	26	25	27	0	212	212
2011	0	0	0	18	0	31	24	23	27	25	30	20	0	198	198

*Ages as at 31/08/14

Old Road Primary School															
	2P	2F	3P	3F	4P	4F	5F	6F	7F	8F	9F	10F	11F	Total PUP	Total FTE
2015	0	0	0	6	0	25	25	23	28	21	20	23	0	171	171
2014	0	0	0	22	0	27	20	24	20	20	23	26	0	182	182
2013	0	0	0	15	0	18	27	21	19	20	21	27	0	168	168
2012	0	0	0	9	0	25	22	20	21	24	28	20	0	169	169
2011	0	0	0	16	0	18	18	18	26	25	19	23	0	163	163

**Ages as at 31/08/14*

Nursery Provision

Primary Type	Provider Name	Flying Start	Private/ Authority Voluntary	Local /	Registered Capacity	Registered with CSSIW (April 15)
Cylch Meithrin	Little Acorn	Yes	Local Authority		20	20
Primary School	Burry Port Community Primary School	Yes	Local Authority		30	N/A
Primary School	Ysgol Gymunedol Ffwrnes	No	Local Authority		60	N/A
Primary School	Trimsaran Primary School	Yes	Local Authority		31	N/A

Advantages of nursery provision

There are many advantages to attending a school which offers nursery provision, these includes;

- Children that attend a nursery setting within the school find the transition to primary education from nursery easier and often 'settle' quicker than children who have not had access to nursery provision.
- Issues in relation to additional learning needs can be identified at an earlier stage before the child attends full time primary education.
- Studies have shown that children attending pre-school nursery enhance their cognitive and social / behavioural development compared to children not attending nursery.

Having a nursery within a school setting also benefits the school as parents tend to send their children on to the school that provides Early Years Education which improves the numbers attending the school.

Accommodation

School	Overall Condition	Suitability
Pwll	B – Satisfactory	B – Satisfactory
Burry Port*	B – Satisfactory	A – Good
Parc Y Tywyn	C – Poor	C – Poor
Trimsaran	C – Poor	B – Satisfactory
Five Roads	C – Poor	C – Poor
Ffwrnes	C – Poor	C – Poor
Old Road	B – Satisfactory	A - Good

*Burry Port Community Primary School have recently occupied a re-developed site under the Band A investment

Learner Outcomes

It is not anticipated that learner outcomes will be adversely affected during the change to the age range from 4-11 to 3-11. Indeed, we are wholly confident that learner outcomes will be enhanced as learners are integrated into an appropriate learning environment from an earlier age. All aspects of provision and outcomes will be monitored in line with the high expectations and processes of our regional school improvement service – ERW.

In addition, the County Council collects and collates learner outcomes on a regular and systematic basis to ensure the frequent monitoring and progression of standards across all core areas of learning. This will continue throughout the proposal of change to ensure that learner outcomes are continuously monitored and not affected as a result of the proposal. Central to this work will be the support and challenge work undertaken by ERW Challenge Advisers within the school. This activity will include a menu of scheduled visits focusing on analyses of pupil outcomes and the quality of teaching provision and learning. It is important to note that the findings of this work are always shared directly with the Governing Body. This ensures the highest levels of whole school accountability are firmly in place in support of learners' outcomes.

ERW Challenge Advisers place much emphasis on a school's ability to demonstrate high levels of 'valued added performance' based on an individual learner's benchmark starting point. This aspect will remain a key feature of the monitoring and review of the school's performance during this period.

Impact of the proposal

The most likely impact of the proposal to integrate a nursery in Pwll School on the quality of the Estyn report would improve the learning environment and experience and would provide a more coherent Foundation Phase for the young learners. This would be by the elimination of a stage of transition between nursery and reception, and the continuity of staffing and data transfer for individual pupils especially in teacher, care and support for pupils aged 3 – 11 years and provide the learning opportunities in a single through primary school that are available in other neighbouring schools in Carmarthenshire.

Who will be consulted?

Staff (Teaching and Ancillary) Pwll C.P. School	Governors and Parents, Pwll C.P. School
Carmarthenshire Children's Partnership Child Care / Early Years ** Communities First Partnership	Community Councillors Llanelli Rural Council Llanelli Town Council
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) Regional Assembly Member	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education & RC
Flying Start	

*Consultation document sent to Headteacher and Chair of Governors (Burry Port, Parc Y Tywyn, Trimsaran, Five Roads, Ffwrnes, Old Road, Secondary Schools Glan-y-Môr, Strade)

**Mudiad Ysgolion Meithrin and any private nursery provision will be informed through the Child Care / Early Years provision section of the Education and Children's Services Department.

Further Questions

If you have any further questions in relation to the proposal please let us know by no later than **Friday, 29th January 2016**:

By letter:

**Director of Education and Children's Services
Building 2
St. David's Park
Jobs Well Road
Carmarthen
SA31 3HB**

By e-mail:

DECMEP@carmarthenshire.gov.uk

By completing the on-line pro-forma

By putting your comments in the following box?

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CONSULTATION REPORT

**Proposal to change the age range from 4-11 to 3-11 in
Pwll Primary School**

Appendix A

List of Respondents to the Consultation Document

Appendix B

**Summary of observations received following publication of the Consultation Document
and Local Authority related responses**

CATEGORY	OBSERVATION	RESPONSE
<p>No. 1</p>	<p>Proposal to change the age range from 4-11 to 3-11</p> <p>Agree with the proposal</p> <p>1. The council fully supports the proposal.</p>	<p>Proposal to change the age range from 4-11 to 3-11</p> <p>Agree with the proposal</p> <p>1. The support was noted.</p>

Appendix C

ESTYN RESPONSE TO CONSULTATION DOCUMENT

Estyn response to the proposal by Carmarthenshire County Council to change the age range of Pwll C.P. School from 4 to 11 to 3 to 11 as soon as possible.

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

Introduction

The proposal is by Carmarthenshire County Council. The proposal is to change the age range of Pwll C.P. School from 4 to 11 to 3 to 11.

Summary/ Conclusion

The proposal has been developed in line with the council's programme to change the age range of nursery school provision. It is likely that the current proposal will at least maintain education provision and outcomes for pupils in the area.

Description and benefits

The proposer has given a clear rationale for the proposal. The proposer reasonably states that extending the age range is likely to provide more effective transition of pupils through the Flying Start programme into school at 3 years of age. It gives a clear rationale as to how the Flying Start provision focuses on children living in disadvantaged communities and how it aims to improve their outcomes in preparation for school.

The proposer clearly sets out what they expect to achieve and the benefits from the proposal and these appear to be reasonable.

The proposer has not considered the disadvantages or other alternatives of the proposal. The proposer has not documented that there are any specific risks associated with the proposal and has not, therefore, considered any measures to manage or mitigate such risks.

The proposer has suitably considered the impact of the proposal on pupil travel arrangements, which would not differ from the current arrangements. The proposer has provided information about neighbouring school capacities and tables of current and anticipated pupil numbers. The proposer suggests that there has not been any change in pupil numbers and trends over the past three years. However, the proposer has not documented the impact, if any, of this information.

The proposer has stated that there will be no change to the current provision offered to the pupils with special education needs.

The proposer has undertaken a suitable Community Impact Assessment.

The proposer explains that an accessibility audit was undertaken in 2009. It suitably includes information about the quality of the accommodation and references the condition category of the schools as identified in by the 21st Century Schools Survey.

Educational aspects of the proposal

The proposer has considered suitably the impact of the proposal on the quality and standard of education using the Estyn inspection report and National School Categorisation System. The nursery school has made good progress following inspection in 2013 and no further monitoring is required. However, there is not enough detail in the proposal to assess the impact of provision or leadership and management. There are no summary tables of performance data.

The Local Authority response to Estyn

The proposer has not considered the disadvantages or other alternatives of the proposal. The proposer has not documented that there are any specific risks associated with the proposal and has not, therefore, considered any measures to manage or mitigate such risks.

Risks and Counter Measures were included in the Supplementary Information which was sent out to all Stakeholders via e-mail on 22/12/15.

The proposer has considered suitably the impact of the proposal on the quality and standard of education using the Estyn inspection report and National School Categorisation System. The nursery school has made good progress following inspection in 2013 and no further monitoring is required. However, there is not enough detail in the proposal to assess the impact of provision or leadership and management. There are no summary tables of performance data.

The content of the proposal will both reinforce and enhance current partnership in an effective and practical manner. All partners will benefit from additional tiers of collaboration which will be in place to support individual learner needs from the age of three onwards. The beneficial impact and progress of such collaboration will be monitored and reviewed on a regular basis during link partnership meetings.

Appendix D

Consultation with the Pupils

Consultation undertaken on the 3rd February 2016

By

Mrs Mari Owen

Associate Challenge Adviser

Carmarthenshire County Council

Carmarthenshire County Council

Listening to 'Learner Voice'

School – Pwll

Date: - 3rd February 2016

Session undertaken by Mari Owen

Interviewed School Council and KS2 Pupils (8)

1. Would you like to be part of a bigger school that has more pupils?

Comments

- Yes, more children would make the school more popular

2. Do you think it's a good idea for the school to become 3-11?

Comments

- Yes. The children of the people from the area would have more learning opportunities, and more time to learn in the extra year.
- The extra year would give teachers more time to teach pupils the things they need to learn.
- Developing from Flying Start (on site) to Pwll nursery class would ensure the school did and not losing pupils for two terms. That would be good.

3. What would be the advantages of a 3 - 11 school? What would you look forward to most?

Sylwadau / Comments

- We would enjoy looking after the 'little ones'
- We would make new friends
- We would meet new people
- We would like the 3year old pupils to wear uniform as well in order to feel they belong to Pwll school

4. Are there any disadvantages? Is there anything that you would be worried about?

Comments

- There could be a lot of noise if there were a lot of new people
- It would be upsetting to see the little ones cry
- We would be worried about the different play areas / yards – the slope needs to be made safer or get rid of slope because the pupils could fall and hurt themselves

CYNGOR SIR CAERFYRDDIN

Neuadd y Sir, Caerfyrddin, SA31 1JP

Hysbysir trwy hyn yn unol ag Adran 42 o Ddeddf Safonau a Threfniadaeth Ysgolion (Cymru) 2013 (y Ddeddf) a'r Còd Trefniadaeth Ysgolion fod Cyngor Sir Caerfyrddin (y Cyngor), ar ôl ymgynghori â'r cyfryw bersonau ag sy'n ofynnol, yn cynnig newid ystod oedran Ysgol Gynradd y Pwll, Heol yr Ysgol, Y Pwll, Llanelli, SA15 4AL o 4-11 i 3-11 a darparu 14 o leoedd meithrin. Cynhelir yr ysgol gan Gyngor Sir Caerfyrddin. Y bwriad yw rhoi'r cynnig ar waith ar 1 Ionawr 2017.

Cynhaliodd y Cyngor gyfnod ymgynghori cyn penderfynu cyhoeddi'r cynnig hwn. Mae adroddiad ar yr ymgynghoriad sy'n cynnwys crynodeb o'r materion a godwyd gan ymgynghorion, ymatebion y cynigwyr a barn Estyn ar gael ar www.sirgar.llyw.cymru

14 fydd nifer y disgyblion a dderbynnir pan fyddant yn 4/5 oed yn y flwyddyn ysgol gyntaf y gweithredir y cynnig. Bydd capasiti'r ysgol o ran disgyblion 3-11 oed, pan fydd y cynnig wedi ei gyflwyno, yn 114. Bydd 14 o leoedd meithrin ar gael.

Ni fydd newid i ddalgylch yr ysgol.

Cyn pen 28 diwrnod ar ôl dyddiad cyhoeddi'r cynnig hwn, hynny yw erbyn 2 Mehefin 2016, gall unrhyw berson wrthwynebu'r cynnig hwn. Dylid anfon gwrthwynebiadau at Mr Robert Sully, Y Cyfarwyddwr Addysg a Gwasanaethau Plant, Cyngor Sir Caerfyrddin, Adeilad 2, Parc Dewi Sant, Heol Ffynnon Job, Caerfyrddin, SA31 3HB neu gellir anfon neges e-bost at aaprma@sirgar.gov.uk

Llofnodwyd: Mr Robert Sully
Y Cyfarwyddwr Addysg a Gwasanaethau Plant
Ar ran Cyngor Sir Caerfyrddin

Dyddiedig: 6 Mai 2016

NODYN ESBONIADOL

(Nid yw'r Nodyn Esboniadol hwn yn rhan o'r Hysbysiad – yn hytrach fe'i cynigir er mwyn egluro)

1. Bwriad yr Awdurdod yw newid ystod oedran Ysgol Gynradd y Pwll o 4-11 i 3-11.
2. Os bydd plentyn yn cael ei dderbyn i'r dosbarth meithrin nid yw hyn yn rhoi hawl i'r plentyn gael lle llawn amser yn yr ysgol yn ddi-fiofn a rhaid gwneud fairs newydd.
3. Mae gan ddisgyblion meithrin yr hawl i addysg rhan amser o ddechrau'r tymor yn dilyn eu penblwydd yn 3 oed. Caiff addysg rhan-amser ei ddiffinio fel 5 sesiwn bore neu brynghawn bob wythnos. Bydd disgyblion meithrin yn cael yr hawl i fynychu yn llawn amser ar ddechrau'r tymor cyn eu penblwydd yn 4 oed.

Bydd y newid arfaethedig yn digwydd ar 1 Ionawr 2017.

CARMARTHENSHERE COUNTY COUNCIL

County Hall, Carmarthen, SA31 1JP

Notice is hereby given in accordance with Section 42 of the School Standards and Organisation (Wales) Act 2013 (the Act) and the School Organisation Code that Carmarthenshire County Council (the Council) having consulted such persons as required, propose to change the age range of Pwll Primary School, School Road, Pwll, Llanelli, SA15 4AL from 4-11 to 3-11 and provide 14 nursery places. The school is maintained by Carmarthenshire County Council. It is proposed to implement the proposal on 1 January 2017.

The Council undertook a period of consultation before deciding to publish this proposal. A consultation report containing a summary of the issues raised by consultees, the proposer's responses and the views of Estyn is available on www.carmarthenshire.gov.wales

The admission number (AN) for pupils aged 4/5 in the first school year in which the proposal has been implemented will be 14. The capacity of the school for pupils aged 3-11 once the proposal is implemented will be 114. There will be 14 nursery places.

There will be no change to the school's catchment area.

Within a period of 28 days after the date of publication of this proposal, that is to say by 2 June 2016, any person may object to this proposal. Objections should be sent to Mr Robert Sully, Director of Education and Children's Services, Carmarthenshire County Council, Building 2, St David's Park, Job's Well Road, Carmarthen, SA31 3HB or e-mail to DECMEP@carmarthenshire.gov.uk

Signed: Mr Robert Sully
Director of Education and Children's Services
For Carmarthenshire County Council

Dated: 6 of May 2016

EXPLANATORY NOTE

(This Explanatory Note does not form part of the Notice but is offered by way of clarification)

1. It is the Authority's intention to change the age range of Pwll Primary School from 4-11 to 3-11.
2. Admission to the nursery does not automatically entitle a child to a full-time place in the school and a new application must be made.
3. Nursery pupils are entitled to part-time education from the beginning of the term following their third birthday. Part-time is defined as 5 morning or afternoon sessions per week. Nursery pupils will be entitled to attend on a full-time basis at the start of the term preceding their 4th birthday.

The proposed change will take place on 1 January 2017.

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Agenda Item 15

By virtue of paragraph(s) 14 of Part 1 of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

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