



Report B

Scrutiny measures & actions full monitoring report Education and Children scrutiny - at Half Year 2015/16



Filtered by:

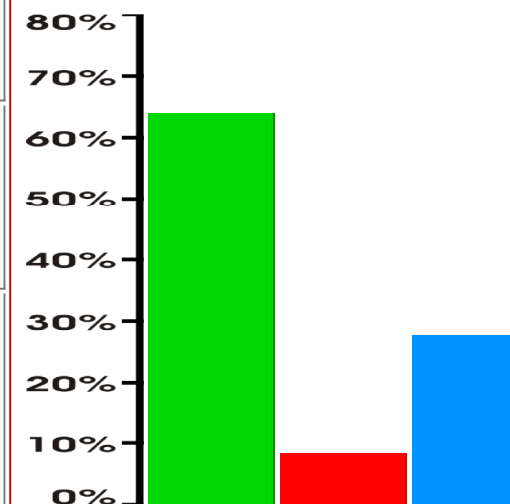
Organisation - Carmarthenshire County Council

Source document - Improvement Plan 2015/16

The table below provides a summary progress against target for the Actions and Measures contained within the selected document

| | | Total | On target | Off target | Not reported | Not available | Annual / Not started | % on target | Overall % on target |
|--|----------|-------|-----------|------------|--------------|---------------|----------------------|-------------|---------------------|
| C. People in Carmarthenshire are healthier | Actions | 8 | 7 | 1 | 0 | N/A | 0 | 88% | 71% |
| | Measures | 9 | 5 | 3 | 0 | 0 | 1 | 56% | |
| D. People in Carmarthenshire fulfil their learning potential | Actions | 34 | 34 | 0 | 0 | N/A | 0 | 100% | 61% |
| | Measures | 27 | 3 | 2 | 0 | 0 | 22 | 11% | |
| E. People who live, work and visit Carmarthenshire are safe and feel safer | Actions | 12 | 11 | 0 | 0 | N/A | 1 | 92% | 71% |
| | Measures | 12 | 6 | 3 | 0 | 0 | 3 | 50% | |

Performance against Target



| | | | | | | | | | |
|---|-----------------------------|------------|-----------|----------|----------|----------|-----------|------------|------------|
| G. Carmarthenshire has a stronger and more prosperous economy | Actions | 1 | 1 | 0 | 0 | N/A | 0 | 100% | 33% |
| | Measures | 2 | 0 | 0 | 0 | 0 | 2 | 0% | |
| Overall Performance | Actions and Measures | 105 | 67 | 9 | 0 | 0 | 29 | 64% | |

On target **Off target** **Annual / Not Started**



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Outcome Agreement Grant Monitoring

| Total Deliverables | On Target | Off Target or Not Available | Not Yet Due or Annual | Not Reported |
|--------------------|-----------|-----------------------------|-----------------------|--------------|
| 23 | 12 | 3 | 8 | 0 |



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| Theme: C. People in Carmarthenshire are healthier Sub-theme: C1 Ensuring each child has the best start in life | | | | | | | |
|---|---|--------------|---|---|--|------------------------|------------------------|
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The % of children registered to take up the free Flying Start Child Care placement 9.1.8.0 | Not applicable | | Q2: 62.1 End Of Year: 79.8 | Target: 80.0 Result: Not available | Target: 80.0 Result: 73.8 Calculation: (347÷470) × 100 | Target: 80.0 | Target: 80.0 |
| Comment | End of term 1 is currently off target. | | | | | | |
| Remedial Action | We have the childcare coordinator working closely with the health visitors to ensure that eligible children are registered to take up the free childcare over the next two terms. | | | | | | |
| Service Head: Stefan Smith | | | Performance status: Off target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The % of attendance at the free Flying Start Child Care placement | Not applicable | | Q2: 76 | Target: 75 | Target: 75 | Target: 75 | Target: 75 |

| 9.1.8.1  | | End Of Year: 77 | Result: Not available | Result: 75 Calculation: (18983 ÷ 25320) × 100 | | | |
|--|--|---------------------------|---|--|--|----------------------|---|
| Comment | Quarter 2 result very promising, having reached the anticipated target. We will continue working with childcare providers and health visitors to maintain the attendance rates in the settings. | | | | | | |
| Remedial Action | We are currently in the process of rolling out a new attendance policy and working alongside childcare providers to maintain attendance rates. | | | | | | |
| Service Head: Stefan Smith | | | Performance status: On target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| 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  | Not applicable | | Q2: 18 End Of Year: 18 | Target: 23 Result: Not available | Target: 23 Result: 18 | Target: 23 | Target: 23 |
| Comment | The number of children living outside of the Flying Start areas who are able to access the Flying Start service through referral for outreach is set at a maximum of 23 by Welsh Government for 2015/16. This was increased due to the continued Flying Start expansion, we currently have 18 children accessing through outreach which is slightly lower than we were aiming for. | | | | | | |
| Remedial Action | We cannot exceed this figure but we still hope to increase the amount of outreach referrals to be as close to 23 as possible before the end of this financial year and within our 10% Welsh Government allowed variance (21 to 25). | | | | | | |
| Service Head: Stefan Smith | | | Performance status: Off target | | | |  |

| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
|--|---|--------------|---|--|--|-----------------------|-----------------------|
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| 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  | Not applicable | | Q2: 96 End Of Year: 90 | Target: 90 Result: Not available | Target: 90 Result: 97 Calculation: (66÷68) × 100 | Target: 90 | Target: 90 |
| Comment | Quarter 2 result better than we had anticipated. | | | | | | |
| Remedial Action | Will continue to visit and access these families deemed as high need with a social services involvement to achieve at least one monthly contact from the Flying Start Health Visiting service | | | | | | |
| Service Head: Stefan Smith | | | Performance status: On target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| 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  | Not applicable | | Q2: 100 End Of Year: 100 | Target: 100 Result: Not available | Target: 100 Result: 100 Calculation: (2246÷2246) × 100 | Target: 100 | Target: 100 |
| Comment | We are pleased to have maintained this target for the current quarter. | | | | | | |
| Remedial Action | On registration of the children into Flying Start a health visitor will complete a Family Assessment and enter the information on the child's registration form. | | | | | | |

| Service Head: Stefan Smith | | | Performance status: On target | | | | |
|---|---|--------------|--|--|--|--------------------------------|--------------------------------|
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| <p>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</p> <p>9.1.8.6 </p> | Not applicable | | <p>Q2: 91</p> <p>End Of Year: 95</p> | <p>Target: 93</p> <p>Result: Not available</p> | <p>Target: 93</p> <p>Result: 96</p> <p>Calculation: (139 ÷ 145) × 100</p> | <p>Target: 93</p> | <p>Target: 93</p> |
| Comment | Pleased to have exceeded the target and worked with so many referrals considering current staffing issues across the programme. | | | | | | |
| Remedial Action | Will continue to try and maintain working with the referrals received for specified interventions by the wider Flying Start team. | | | | | | |
| Service Head: Stefan Smith | | | Performance status: On target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| <p>The number of children aged 0-4 in Carmarthenshire benefitting from the intensive Flying Start service provision</p> <p>9.1.8.7 </p> | Not applicable | | <p>Q2: 1583</p> <p>End Of Year: 1671</p> | <p>Target: 1800</p> <p>Result: Not available</p> | <p>Target: 1800</p> <p>Result: 1635</p> | <p>Target: 1800</p> | <p>Target: 1800</p> |
| Comment | We currently have 1,635 children aged between 0-4 years benefitting from the intensive Flying Start service provision. The 2015/16 end of year target of 1,800 set by Welsh Government is to incorporate an | | | | | | |

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| | <p>increase for the continued expansion of the Flying Start provision. The number of children worked with is capped at this target and has a 10% allowable variance.</p> | |
| <p>Remedial Action</p> | <p>This is dependent on the number of children aged 0-4 living at eligible postcodes at a set time. We are currently working on obtaining information on new postcodes using the Wales Index of Multi-Deprivation (WIMD).</p> | |
| <p>Service Head: Stefan Smith</p> | <p>Performance status: Off target</p> |  |



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| ACTIONS - Theme: C. People in Carmarthenshire are healthier | | | |
|---|--|--------------------|------------|
| Sub-theme: C1 Ensuring each child has the best start in life | | | |
| Action | 11702 | Target date | 31/03/2016 |
| Action promised | We will continue to implement the newly expanded Flying Start programme. | | |
| Comment | <p>Flying Start have a remit this year (2015/16) to further expand the service to provide services to a further 178 children on top of the CAP target of 1654, bringing the total of 1832 children, likely to benefit from the early intervention services. The mapping of expansion areas will be undertaken during the year, and there is an expectation that no new areas are expanded into, but rather refining boundaries of existing areas. The redefining and planning for extending boundaries work has begun, with analysis being undertaken on LSAO (Lower Super Output areas) to support the Income Benefit data supplied by Welsh Government. This work will take several months to complete. The planning of transfer of Health Visitor caseload from generic communities, identified through this further expansion will take place towards the end of the year.</p> <p>To date posts that have been filled include the Childcare Leader Pwll Little Acorns Childcare facility, 3 Childcare Workers, 3 Language and Play facilitators. Interviews for the Data Performance Officer are being held during October. The Parenting Coordinator post is still being developed.</p> <p>The Capital programme is progressing. A new childcare facility within the newly refurbished Burry Port Community Primary School, is now complete. A new portacabin modular unit in Dafen primary School has also been built. For both of these venues, we are expected to go to competitive tender to source suitably qualified childcare agencies to deliver the Flying Start childcare service. This will be progressed during October 2015 with adverts on Sell2Wales. In addition to these two completed schemes, Carmarthenshire County Council was successful in receiving additional capital funding to further enhance 3 of the original childcare capital schemes, by installing external canopies to the play areas, which allows children access to outdoor play provision all year round. These have been completed during the summer 2015.</p> <p>The newly expanded service continues to offer it's early intervention programme to the existing 1,654 target number of children, which includes an enhanced health visitor service, early ante-natal provision, support through domestic abuse situations, dietetic advice and support, speech therapy intervention and prevention services, along with the centrepiece element of the programme, to provide free</p> | | |

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| | childcare for 2-3 year olds, from 27 different nursery venues across the county. We offer a range of parenting groups and courses, promoting bonding, positive parenting techniques and advice and early language opportunities/ stimulation to encourage early vocabulary in babies and toddlers. | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11703 | Target date | 31/03/2016 |
| Action promised | We will use the evaluation of the Child and Family Unit (CFU) – Restructure long-term children’s social work teams to apply lessons learned from the Reclaiming Social Work pilot to consider changes for future practice within Children’s Services | | |
| Comment | Dinefwr Child Care Team began operating as a team consisting of 3 systemic pods from 1.9.15. Each pod is led by a senior practitioner/assistant team manager and consists of 2 social workers, a family support worker and 0.5 admin assistant. The pods hold weekly meetings to discuss cases with input from the Educational Psychologist. The team continues to hold its full caseload of long term child care cases. In October the team will receive training to use the Outcomes Star, which will assist service users and staff to evaluate the effectiveness of input. The pods have only been fully operational for 4 weeks but staff are enthusiastic about the approach and committed to further improving practice and outcomes. | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11704 | Target date | 31/03/2016 |
| Action promised | We will develop Phase 5 of the Team Around the Family (TAF) approach across the county for 0-25 year olds | | |
| Comment | Progress been made in development of the Model. Extensive initial training for all commissioned services has been delivered in assessment, implementation of the model, evaluation and engagement. An on-going training and support programme is being implemented, including TAF Key Worker Forums to provide support on updates, engagement skills, etc. This will take on the format of an Action Learning Set, providing developmental support to Key Workers. Extensive TAF Awareness Training is being undertaken by TAF System Co-ordinators with a broad range of practitioners including Police, Schools, Primary Healthcare Teams, Voluntary Sector, in order to promote the Model and how to access TAF support. All requests from external agencies come via the TAF@carmarthenshire.gov.uk inbox and allocated to an appropriate practitioner to complete the JAFF (Joint Assessment Family Framework) and this has seen an increase in cases being identified by increasingly diverse professionals as awareness of the TAF model becomes more widespread across Carmarthenshire. All Families First (FF) funded practitioners complete the JAFF and undertake the Key Worker role as appropriate. The new TAF Information Management System has been implemented in order to collate TAF data for: <ul style="list-style-type: none"> external mandatory reporting quality assurance internal audit community needs audit, including identification of gaps in service, that informs future commissioning reporting to stakeholders evaluation of the model. TAF 16 to 25 systems are being developed by a Development Group and correlation TAF, the Youth Engagement and Progression Framework and SEET (supporting young people into education, employment and training) is being explored to improve joint working and identification of vulnerable young people who may benefit from additional support. TAF promotional materials have been produced including a Parent/Carers leaflet, Young People’s leaflet, TAF posters (for circulation to strategic locations within the community, e.g. GP surgeries, hospital clinics, groups, etc). A TAF website, incorporating pages for parents and carers, children and young people, and professionals has been | | |

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| developed and its launch is imminent. All resources will be downloadable and are available bilingually. The Families First TAF Launch will take place on 17th November at Parc y Scarlets incorporating networking and showcasing opportunities for both FF commissioned projects and external family support agencies. | | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11705 | Target date | 31/03/2016 |
| Action promised | We will continue to implement the re-commissioned Families First programme, promoting early intervention for disadvantaged families | | |
| Comment | <p>The Families First programme has developed 14 commissioned projects 2015-17 which are in operation. All projects have a two year Contract / Service Level Agreement (SLA) in place for the period 1st April 2015 – 31st March 2017. Bench mark measurable targets have been identified for each project and these will be reviewed during contract review meetings in order to evaluate project's performance. Projects requiring to TUPE or recruit staff have done so.</p> <p>New governance arrangements have been established, three meetings are held on a termly basis:</p> <ul style="list-style-type: none"> - Families First Management Board Meeting – provides the Strategic Direction and support for the implementation of the programme - Families First Managers Group Meeting – provides operational direction and supports the implementation of the programme and provides feedback to the Management Board - Families First Practitioners Meeting - provides Families First practitioners an opportunity to network and share information <p>A 'Getting to know You' event took place on 7th July 2015. The aim of the event was to provide an opportunity for Families First managers and practitioners (key workers) to meet each other, familiarise themselves with the interventions projects can offer families and strengthen future partnership working.</p> <p>In quarter one the commissioned projects supported a total of 4,356 individuals, of which 1960 were new to service. Projects are becoming increasingly confident in using the common assessment tool 'Joint Assessment Family Framework' (JAFF). The JAFF includes a distance travelled tool which helps to evidence whether the family is 'Better Off' as a result of the intervention. During quarter one projects reported on 'Better Off' measures on 71 cases; 56 cases showed a forward (positive) movement, 14 cases reported no movement and one case reported a backwards movement.</p> <p>A pathway has been developed for Families First Disability projects. Weekly allocation meetings have been established to manage referrals, identify needs and potential gaps in services.</p> | | |
| Service Head: Stefan Smith | | Performance status: On target | |



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| Theme: C. People in Carmarthenshire are healthier | | | | | | | |
|--|---|--------------|---------------------------|--------------------------------------|-----------|-----------|---|
| Sub-theme: C2 Preventing ill health and encourage healthy living | | | | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| Percentage of schools achieving Phase 4 of the Healthy Schools Initiative 8.3.1.5 | Not applicable | | End Of Year: 53 | -- | -- | -- | Target: 54 Result: 59 Calculation: (68 ÷ 116) × 100 |
| Comment | This PI is on Target and has improved compared to the previous year. 116 schools out of 117 schools in Carmarthenshire have joined the Welsh Healthy Schools scheme. For the remaining school (Maes Y Morfa) they need to submit their evidence for assessment. As at the end of September 2015, 116 schools have achieved phase 1, 112 schools have achieved phase 2, 103 schools have achieved phase 3, 68 schools have achieved phase 4, 28 schools have achieved phase 5 and 1 school achieved phase 6. Note; the denominator has changed to 116 this year compared to 120 last year, as 2 schools, Llanfynydd and Llansawel, have closed, while Bro Dinefwr and Maes Y Gwendraeth have been treated as singular schools this year compared to 4 sites/kitchens (Tregib, Pantycelyn, Maesyryrfa, Gwendraeth sites) the previous year. | | | | | | |
| Remedial Action | Continue to encourage all schools to improve within the scheme. Overall the percentage of schools achieving each phase has increased compared to last year. | | | | | | |
| Service Head: Gareth Morgans | | | | Performance status: On target | | | |



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ACTIONS - Theme: C. People in Carmarthenshire are healthier
Sub-theme: C2 Preventing ill health and encourage healthy living

| Action | 11708 | Target date | 31/03/2016 (original target 31/07/2015) |
|------------------------|---|----------------------------|---|
| Action promised | We shall review the Catering Service structure, continue to reduce staffing and develop plans to deliver the efficiencies agreed for 2015/16 and following years | | |
| Comment | Post removed through severance and reporting lines changed. Ongoing management of staffing levels in kitchens to implement a 10% reduction in the labour table through natural wastage. | | |
| Service Head: | David Astins | Performance status: | On target |



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| ACTIONS - Theme: C. People in Carmarthenshire are healthier | | | |
|--|--|--------------------------------------|------------|
| Sub-theme: C3 Improving the Emotional, Mental Health and Well-being of all people in the County | | | |
| Action | | Target date | |
| | 11709 | | 31/03/2016 |
| Action promised | We will reflect on how we (Children`s Services) provide information, advice and access to our services in light of the forthcoming `Social Services and Wellbeing Act 2014` | | |
| Comment | <p>A task & finish group has been established by the Mid & West Wales Health & Social Care Collaborative Children`s Programme Board to review the current arrangements in relation to the Information, Advice and Assistance (IAA) element of the Social Services and Wellbeing Act 2014. Tasks identified are:</p> <ul style="list-style-type: none"> • To scope what is currently being offered regionally and consider how these services relate to the requirements of the Act • Consider what is being offered locally and explore collaboration links for a regional service • Consider national initiatives and potential impact on regional services • Consider any outstanding areas for development and how these gaps can be managed • Establish what resources may be required to progress the project, considering opportunities for regional collaboration <p>Monthly meetings of the task & finish group have been established and work in relation to scoping current services has begun. Also a service specification has been drawn up to apply for resources under the Regional Transformation Grant in order to commission work to complete the baseline of current services within each Local Authority and compare this to the requirements of the Act.</p> | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | | Target date | |
| | 11710 | | 31/03/2016 |
| Action promised | We will work with partners to improve the accommodation options, and housing support for all vulnerable young people (aged 16-25) | | |
| Comment | The initial audit and findings are being fed into the Supporting People review. Consultation has taken place and we are in the process of re profiling a budgeting plan on moving forward. | | |
| Service Head: Stefan Smith | | Performance status: On target | |




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| ACTIONS - Theme: C. People in Carmarthenshire are healthier | | | |
|--|--|---|------------|
| Sub-theme: C6 Improve access to health and social care for all people including vulnerable groups | | | |
| Action | 11715 | Target date | 31/03/2016 |
| Action promised | We will consider opportunities for European funding to develop services for vulnerable children and young people | | |
| Comment | Regrettably our local 'Skills to Succeed' Expression of Interest (EOI) did not progress any further as Welsh Government developed a very similar proposal to up-skill the Early Years, Childcare and Play Workforce. The Welsh Government proposal therefore superseded our local proposal. The Early Years European Social Fund (ESF) programme which Welsh Government have had WEFO (Welsh European Funding office) approval for, has been named 'Progress for Success'. This programme has been jointly developed by the Department for Education and Skills and the Department for Communities and Tackling Poverty. Progress for Success will support the recommendations outlined in the draft 10 year Plan for the Early Years, Childcare and Play Workforce in Wales which has recently been consulted upon. The programme aims to up-skill employed practitioners within the Early Years, childcare and Play Sector in registered and non maintained settings. The current programme has secured funding for West Wales and the Valleys and will hopefully become a national programme. Whilst we are disappointed that our local proposal was superseded, we are hopeful that Progress for Success will offer opportunities to enhance the qualification levels of our local workforce, and further improve quality and standards across the sector. | | |
| Remedial Action | Unable to continue this Action due to reasons provided in update above. | | |
| Service Head: Stefan Smith | | Performance status: Off target | |
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| Theme: D. People in Carmarthenshire fulfil their learning potential | | | | | | | |
|--|--|--------------|--------------------------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| Sub-theme: D1 Providing the best opportunities for lifelong learning and development for all | | | | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| Surplus places removed as a result of Modernising Education Programme | Not applicable | | Q2: 46 | Target: 101 | Target: 394 | Target: 394 | Target: 394 |
| 4.3.1.7  | | | End Of Year: 46 | Result: 101 | Result: 394 | | |
| Comment | Targets are established as follows: Q1 = 101 places removed (Llanfynnydd, 41, Llansawel, 60); Q2 = 293 ([1019 places removed; Burry Port Primary, 98, Maes Y Gwendraeth, 464, Bro Dinefwr, 313, Dyffryn Aman, 144], however capacity increased by 726 [Ffwrnes, 329, Strade, 397]); Q3 = 0, no school closures, Q4 = 0, no school closures. All school closures and capacity changes were completed as planned above. | | | | | | |
| Remedial Action | None required at this time. | | | | | | |
| Service Head: Gareth Morgans | | | Performance status: On target | | | | |





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| ACTIONS - Theme: D. People in Carmarthenshire fulfil their learning potential | | | |
|---|---|--------------------------------------|------------|
| Sub-theme: D1 Providing the best opportunities for lifelong learning and development for all | | | |
| Action | 11620  | Target date | 31/03/2016 |
| Action promised | We will continue construction and refurbishment on Ysgol Maes Y Gwendraeth site (Completion Date July 2016) | | |
| Comment | Phase 2 - Internal refurbishment of existing school buildings. Kitchen, Main Hall, Survery and Music - Completed Sept 2015; 3 G Sports Pitch - proposed handover Dec 2015; Admin & SEN - proposed handover April 2016; Grass Pitches - Proposed handover Sept 2017. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11621  | Target date | 31/01/2016 |
| Action promised | We will continue and complete construction of the new Ysgol Bro Dinefwr Secondary School (Completion Date January 2016) | | |
| Comment | Construction Progressing well and completion remains at +7 weeks ahead of contract due to continuation of good progress internally and externally. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11622 | Target date | 31/08/2015 |
| Action promised | We will complete construction on the new Burry Port Community Primary School | | |
| Comment | Construction complete and pupils have occupied the new school building as per statutory notice from 01/09/15. | | |

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| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11623 | Target date | 31/01/2016 |
| Action promised | We will complete construction on Carreg Hirfaen Primary School | | |
| Comment | Good progress was made over the summer months. There is a 100% confidence in meeting the completion date of March 2016. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11624 | Target date | 31/08/2015 |
| Action promised | We will complete construction of Ysgol Y Strade | | |
| Comment | Refurbishment completed on target and was ready for occupation to staff and pupils at the start of the new 2015 academic term. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11625 | Target date | 31/10/2015 |
| Action promised | We will continue and complete construction of Ysgol Dyffryn Aman | | |
| Comment | Block 1 has been occupied following a major refurbishment programme. All Temporary mobiles have been removed from site. The external landscaping is complete and the front of house lawn reinstated. Only Minor snagging left to be completed. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11626 | Target date | 31/03/2016 |
| Action promised | We will commence construction on Coedcae Project, subject to business case approval by Welsh Government | | |
| Comment | Grant Award Letter for the scheme have been received and signed copies returned to Welsh Government. The Enabling works were completed over the school summer holidays (August 2015). Phase 1 works were started on site on the 1st September 2015. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11627 | Target date | 31/03/2016 |
| Action | We will commence construction on the Seaside Project, subject to business case approval by Welsh Government | | |

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| promised | | | |
| Comment | Strategic Outline Case - Approved 10/08/14 Outline Business Case - Approved 10/07/15 Full Business Case - To be submitted 30/10/15 | | |
| Service Head: | Gareth Morgans | Performance status: | On target |
| Action | 11628 | Target date | 31/03/2016 |
| Action promised | 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. | | |
| Comment | Data is currently being analysed and will be presented to the Welsh in Education Forum planned for 16th October 2015. | | |
| Service Head: | Gareth Morgans | Performance status: | On target |
| Action | 11640 | Target date | 31/03/2016 |
| Action promised | 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 | | |
| Comment | <p>The development of Education through Regional Working (ERW) regional school improvement service is well on track with positive external commentary from Estyn and Welsh Audit.</p> <p>ERW has also been selected by Welsh Government as a case study.</p> <p>West Hub progress includes:</p> <ul style="list-style-type: none"> • Restructure Hub school improvement service - review of service and new appointments to commence September 2015. Good use made of recruiting and deploying consultant headteachers; • Good use made of Hub team with joint work schedules across the hub ensuring that appropriate expertise is used. Training and support for new staff well developed; • Develop a strategy for improved teaching and learning, resulting in Improved learner outcomes - Full diary of Core Visit 1 being undertaken across all schools. Clear analysis undertaken from Core Visit 2 and presented to headteachers. Generally positive feedback offered. New app developed to capture data and shared between all schools; • Implement a consistent data tracking system to enable forensic pupil level tracking and performance management - DAWN data entered by schools and analysed by both LA's. Individual school reports are available. Fully implemented across the Hub with a full set of reports produced. Schools being supported through use of lead staff. School's being challenged against data trends and Needs identified for further training. Regional data analysis supplements the local LA and Hub input; • Deliver a School leadership development strategy - Appropriate training and support being offered in line with Regional strategic plan. Regional appointment made to aid this work. Pembrokeshire strategic plan developed to support KS4 improvements; • (ALN and Inclusion service) Support services for Vulnerable groups of learners - Fully funded Internal seconded project leader for ALN started in April 2014 and continued in April 2015 to ensure improved quality assurance system across the Hub. Work progressing well with secondee working initially on Pembrokeshire data then Carmarthenshire. Agreed collaborative timeline is in | | |

place. Good outcomes evident through thorough analysis of ALN therefore supporting developments and improvements. Group meet regionally to share good practice;

- 14-19 support - Role of Pembrokeshire 14-19 Co-ordinator shared across both Networks on a 2 day/week basis. There are shared approaches to quality, learner voice data management. Carmarthenshire SIOs support Welsh medium 14-19 developments in Pembrokeshire. Pembrokeshire 14-19 Co-ordinators supports safeguarding and work related education developments in Carmarthenshire;
- Governing Body support and training - Regional plan still being developed to further look at joint services so as to avoid duplication. Joint appointment offered appropriate support in training;
- Both LA's need to review position post September 2015. There is an agreed system with Pembrokeshire supporting Carmarthenshire in specific areas;
- Joint tracking and support of young people at risk of becoming NEET/who are NEET / A common quality assurance and data system for the two 14-19 Network areas - Implementation of a shared two county strategy and action plan for the Youth Progression & Engagement Framework;
- Plan includes shared actions in all 6 areas (early identification, tracking, brokerage, provision, employment and local authority responsibility). Plan developed in close partnership with Careers Wales. Further collaboration and joint service being planned in line with ERW strategy and review of progress;
- Shared School ICT support in developing WG initiatives with HWB - School Improvement and IT Services from Carmarthenshire and Pembrokeshire continue to adopt similar operational approaches. Greater capacity supported by school to school support via secondments. Good cross boundary peer support;
- Early years support - Pembrokeshire EY specialist support shared with Carmarthenshire.

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| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11641 | Target date | 31/03/2016 |
| Action promised | 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 | | |
| Comment | <p>The overall recent trend for the Carmarthenshire schools in Estyn or Local Authority is down. Of the schools inspected in 2014/15 (Academic Year) the number in Estyn Monitoring fell from 47% to 40% compared to the previous year; while the number in LA Monitoring fell from 16% to 15%.</p> <p>Schools being inspected in the current Academic Year (2015/16) have not had final reports published as at the end of Qtr 2, so provisional data for these school will be provided in a later quarter.</p> <p>Finacial Year Estyn inspection schedule is as follows: Maesybont, 28/09/15, (Report published 01/12/15) Penboyr, 28/09/15, Report published 01/12/15) Bigyn, 06/07/15, (Report published 09/09/15) Bancyfelin, 29/06/15, (Report published 02/09/15) Bro Brynach, 29/06/15, (Report published 02/09/15) Swiss Valley; 22/06/15, (Report published 25/08/15)</p> | | |

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| | Brynaman, 15/06/15 (Report published 18/08/15) Llangennech, 08/06/15, (Report published, 11/08/15) Pwll Teaching and Learning Centre, 21/09/15, (Report published 24/11/15) | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11661 | Target date | 31/03/2016 |
| Action promised | 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) | | |
| Comment | <p>ERW and Welsh Government are in the process of finalising data on the `Standards` element of the National Categorisation model. This indicative judgement (1-4) will be discussed with schools as part of the ERW Core Visit 1 which will focus on analysis and discussion in regard to 2015 outcomes and the Headteacher`s performance management.</p> <p>Via school discussions and meetings of the Area Team officers from School Improvement and other services will consider the second judgement which gives a grade A-D for a school`s leadership and teaching and learning. These two judgements will generate a colour code which dictates the level of support a school requires. This will be published by WG in January 2016.</p> <p>The School Improvement service has provided bespoke packages of support and guidance to schools on and a successful Leadership Seminar was held in the Summer term focussing on the Foundation Phase, developing literacy and numeracy and introducing new requirements in respect to School Development Plans.</p> | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11667 | Target date | 31/12/2015 |
| Action promised | Consider the response to the consultation document and implement the second phase of the Early Years Review by undertaking more detailed work on the preferred option to include: Financial, staffing and learning environment implications; Provision of wrap around care; Demographic projections for the child population; Linkage with other initiatives | | |
| Comment | Having reviewed evidence to date and considered the current financial position it is inevitable that the preferred model of delivery i.e. an early years provision in every school is not possible. In addition implementing this approach would endanger current provision and have an adverse impact on 2-3 year old provision and childcare. It has therefore been agreed to develop a `position statement` to be shared with all stakeholders outlining Carmarthenshire`s policy. We will consider school early years provision on an individual basis when we are remodelling or providing the school with a new building. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11668 | Target date | 31/03/2016 |
| Action promised | Contribute to the process of developing the admissions system within the new Teacher Centre Management Information System and to review operational processes and procedures to improve effectiveness and reduce costs | | |

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| Comment | The system is being developed and trialed by Ceredigion County Council and input and progress is therefore outside of our control. The Admissions Section is available should any input be required from Carmarthenshire but the package is being developed in-house by Ceredigion separately to Carmarthenshire. | | |
| Service Head: | Gareth Morgans | Performance status: | On target |
| Action | 11669 | Target date | 31/03/2016 |
| Action promised | Identify and resolve the conflicts in the online catchment area maps within the admissions system | | |
| Comment | This remains an objective, however the limited resources available have to be allocated to other priority areas. Currently there are no staff resources available to progress this matter. | | |
| Service Head: | Gareth Morgans | Performance status: | On target |
| Action | 11670 | Target date | 31/10/2015 |
| Action promised | Raise standards as measured by teacher assessments at the end of the Foundation Phase, Key Stage 2 and Key Stage 3 | | |
| Comment | All Key Stages have successfully achieved their targets which has resulted in a raise in standards across all end of Key Stage Indicators (FPOI / CSI KS 2 and 3) | | |
| Service Head: | Gareth Morgans | Performance status: | On target |
| Action | 11678 | Target date | 31/10/2015 |
| Action promised | Improve GCSE outcomes particularly the Level 2 Threshold (including English or Welsh & Maths) | | |
| Comment | The 2015 L2i result witnessed a most pleasing increase to 60.9%. This is the first time the LA has broken the 60% barrier. Further analyses are currently inhand to ensure further improvement in 2016. | | |
| Service Head: | Gareth Morgans | Performance status: | On target |
| Action | 11679 | Target date | 31/03/2016 |
| Action promised | Improve the quality of learning and teaching in schools with a focus on improving standards in numeracy and literacy | | |
| | This is ongoing via Schools Core Visits 1 and 2 from Challenge Advisors, Headteacher meetings and Seminars and a sahed powerpoint presentation outlining good practice and area`s for future improvement. The most recent statutory test results averages for the county show schools are improving standards in numeracy and literacy as | | |

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| Comment | follows; Foundation phase; Welsh language improved from 90.2 (2013/14) to 92.2 (2014/15); English Language improved from 81.1 to 83.4; Maths improved from 88.1 to 89.8; Key Stage 2: Welsh language improved from 84.4 (2013/14) to 88.6 (2014/15); English Language remained constant at 90.0; Maths improved from 89.7 to 90.4; Key Stage 3; Welsh language declined from 90.0 (2013/14) to 89.2 (2014/15); English Language improved from 86.3 to 88.4; Maths improved from 86.9 to 88.7; | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11732 | Target date | 31/03/2016 |
| Action promised | We will work enthusiastically to begin to transpose the recommendations of the Donaldson review of the national curriculum into a new, vibrant and engaging local curriculum that inspires our children and young people to gain maximum benefit from their education, ensuring that all school leavers are both well qualified and well educated | | |
| Comment | The strategic review which underpins this action is well advanced for interim reporting and will be submitted in early October 2015 to The Director and DMT initially. There are a number of recommendations to take the Donaldson review forward, with implementation expected to start from mid to late October 2015 onwards. | | |
| Service Head: Aeron Rees | | Performance status: On target | |
| Action | 11733 | Target date | 31/03/2016 |
| Action promised | 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. | | |
| Comment | Work continues on producing a joint Outline Business Case / Full Business Case for submission to Welsh Government in November 2015. Progress on the reports is on target for a November submission. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11745 | Target date | 31/03/2016 |
| Action promised | We shall complete the provision of a vocational construction skills block at Bryngwyn School | | |
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| Comment | Planning approval has been awarded and TRJ appointed as main contractor and will commence work on 5th October 2015. Awaiting a finalised contract programme. Completion date to be confirmed (expected to be Easter 2016). |
| Service Head: Gareth Morgans | Performance status: On target |



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Education and Children scrutiny - at Half Year

2015/16



| ACTIONS - Theme: D. People in Carmarthenshire fulfil their learning potential | | | |
|---|--|--------------------------------------|--|
| Sub-theme: D2 Improving skills and training to increase employment opportunities for all | | | |
| Action | | Target date | |
| 11686 | | 31/12/2015 | |
| Action promised | Develop a shared management structure for the Youth Offending & Prevention Service (YOPS) & the Youth Service | | |
| Comment | The intention is that the management of both services will come under the leadership of a single management post: Principal Youth Support Services Manager. The job description and person specification have been written, widely consulted upon and it has been through job evaluation. Head of Service and Service Manager have been to the Change Review Panel and formally consulted with staff in both services. A formal response to issues raised in the consultation has been circulated to staff. Applications have been invited and a selection process is underway. Meanwhile, the current Service Manager continues to promote shared working between the two management teams. | | |
| Service Head: Aeron Rees | | Performance status: On target | |
| Action | | Target date | |
| 11687 | | 31/03/2016 | |
| Action promised | We will improve the Home Tuition service by:- ensuring requests for tuition for children who are too sick to attend school are agreed by Inclusion Panel; ensuring that all recommendations are made on evidence received from a medical consultant; improving delivery of tuition in the home through the use of school led e-learning | | |
| Comment | Guidance for schools has been updated and will be consulted upon during October 2015 (School Strategy and Budget Forum, Primary and Secondary Headteacher Meetings). The guidance clarifies processes and systems to ensure that there is a consistent evidence based approach to providing home tuition. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | | Target date | |
| 11688 | | 31/03/2016 | |
| Action promised | We will 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 | | |

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| Comment | Termly meetings to be agreed; membership to include colleagues from Youth Service and Education |
| Service Head: Stefan Smith | Performance status: On target |



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| Theme: D. People in Carmarthenshire fulfil their learning potential Sub-theme: D3 Supporting parents & families to develop their children's learning | | | | | | | |
|---|---|--------------|----------------------------|--------------------------------------|-----------|-----------|---|
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| Percentage of authorised absence in Secondary schools. 4.1.2.2 | Not applicable | | End Of Year: 5.6 | -- | -- | -- | Target: 5.3 Result: 5.1 Calculation: (154402 ÷ 3020005) × 100 |
| Comment | This PI is on Target and the result has improved compared to the previous year, 5.1% compared to 5.6%. This is due to an improved focus on attendance; the Education through Regional Working (ERW) decision to no longer authorise pupil holidays during term and the introduction of penalty fines for lateness and term time holidays. | | | | | | |
| Remedial Action | The Welsh average is 4.9% therefore focus will be kept on improving attendance, especially for vulnerable groups. | | | | | | |
| Service Head: Gareth Morgans | | | | Performance status: On target | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter | Quarter | Quarter | End of Year |

| | | | | 1 | 2 | 3 | |
|---|---|------|-----------------------------|--------------------------------------|----------|----------|--|
| Percentage of pupil attendance in Secondary Schools EDU/016b  | 93.9 | 93.6 | End Of Year: 93.9 | -- | -- | -- | Target: 94.2 Result: 94.2 Calculation: (2843350 ÷ 3020005) × 100 |
| Comment | This PI is on target and the result has improved compared to the previous year, 94.2% compared to 93.9%. Our provisional comparative ranking is 8th, consistent with the previous year after rising from 20th in 2013/14. Our expected ranking, based on the % of Eligible Free School Meal pupils per LA is 10th, something we have exceeded with this result. Restructuring of the Education Welfare Service has improved engagement from Headteachers coupled with more accurate and regular data monitoring and sharing which assisted in improving attendance. | | | | | | |
| Remedial Action | Continued improvements are expected, through increased support and challenge of schools. | | | | | | |
| Service Head: Gareth Morgans | | | | Performance status: On target | | | |



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| ACTIONS - Theme: D. People in Carmarthenshire fulfil their learning potential | | | |
|---|---|--------------------------------------|------------|
| Sub-theme: D3 Supporting parents & families to develop their children's learning | | | |
| Action | | Target date | |
| | 11693 | | 31/03/2016 |
| Action promised | We will continue to develop our work through the education welfare service to support families and learners to improve school attendance, as good school attendance is critical to improving the chances of educational success. | | |
| Comment | Attendance rates for both the primary and secondary sectors have improved considerably in 2014/15. This is due to a range of factors which includes effective input and support to secure improved attendance from the Education Welfare Service. There is a LA/School Forum which meets regularly to review progress and further improve the EWS provision to schools. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |



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| Theme: D. People in Carmarthenshire fulfil their learning potential | | | | | | | |
|--|---|--------------|---|--|---|------------------------|------------------------|
| Sub-theme: D4 Developing an Inclusive Society | | | | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| Percentage of final statements of special educational need issued within 26 weeks: a) including exceptions EDU/015a | 96.4 | 82.4 | Q2: 21.7 End Of Year: 22.9 | Target: 25.0 Result: 23.1 | Target: 25.0 Result: 19.0 Calculation: (4 ÷ 21) × 100 | Target: 25.0 | Target: 25.0 |
| Comment | <p>This PI is off target and has declined compared to the same period last year. Despite the expected reduction in the number of Statements, results again reflect the difficulties experienced by Health. The Hywel Dda Health Board have continuing problems with retaining paediatricians, leading to delays in receiving medical assessments. In addition to the late Health statements, two assessments were delayed by the Educational and Child Psychologist and one by the Sensory Impairment Service due to staff absence.</p> <p>Therefore of the eight statements issued during Q2, four delays due to the Health Board and three due to the Authority with only one done on time. During Q1 all ten of the delays were due to the Health Board, with only three done on time.</p> | | | | | | |
| Remedial Action | <p>We have addressed concerns with senior managers in the Local Health Board.</p> <p>We continue to 1) Track assessments to preempt 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 LHB; Send reminders of the Authority's statutory obligation to external agencies; 4) Ask the LHB to alert us when a child does not attend a medical so that we can offer to assist parents to make</p> | | | | | | |

| arrangements to take the child to appointments to avoid a 'Did Not Attend'. | | | | | | | |
|--|--|--------------|---|---|--|------------------------|---|
| Service Head: Gareth Morgans | | | | Performance status: Off target | | |  |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| Percentage of final statements of special education need issued within 26 weeks: b) excluding exceptions EDU/015b | 100.0 | 100.0 | Q2: 61.9 End Of Year: 75.0 | Target: 90.0 Result: 100.0 | Target: 90.0 Result: 57.1 Calculation: (4÷7) × 100 | Target: 90.0 | Target: 90.0 |
| Comment | This PI is off Target and has declined compared to the previous year. There has been a number of delay's receiving information from professionals from within the department. Two assessments were delayed by the Educational and Child Psychologist and one by the Sensory Impairment Service due to staff absence. | | | | | | |
| Remedial Action | The Education Officer will send a reminder to all Inclusion staff on the need to comply with statutory timescales. | | | | | | |
| Service Head: Gareth Morgans | | | | Performance status: Off target | | |  |



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| ACTIONS - Theme: D. People in Carmarthenshire fulfil their learning potential | | | |
|--|---|--------------------------------------|------------|
| Sub-theme: D4 Developing an Inclusive Society | | | |
| Action | 11694 | Target date | 31/03/2016 |
| Action promised | We will finalise and promote the Participation Strategy and Action Plan | | |
| Comment | The Strategy & Action Plan went to Scrutiny in September and will go before Executive Board and full Council before the end of 2015. We are already delivering on some of the actions. | | |
| Service Head: David Astins | | Performance status: On target | |
| Action | 11695 | Target date | 31/03/2016 |
| Action promised | We shall support schools in further building capacity to administer, analyse and implement early identification, intervention and approaches for additional learning needs | | |
| Comment | We continue to work with ECPS specialist professionals to raise schools` capacity to respond to ALN at all levels. We continue to provide training at SENCo fora - the September/ October fora went well- and via other courses funded via EIG. We are working with ERW to improve provision mapping and progress tracking tools which will assist schools in early identification and will provide a `catalogue` of possible intervention methods. We have developed a system which is ready for use on Teacher Centre (School MIS). The ERW inclusion group is continuing to work on a common self assessment document for schools. This will be populated by agreed data collected on Teacher Centre and will be used by Inclusion to support and challenge schools` analysis of their provision for ALN and the effectiveness of their interventions. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11696 | Target date | 31/03/2016 |
| Action promised | We shall develop the monitoring of ALN pupils and to work with the School Improvement Team and schools to target specific groups and individual learners in order to raise standards and attainment | | |
| | Joint working with ERW through the ALN Reform group has resulted in the production of an ALN Self-Evaluation Document which has | | |

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| Comment | been adopted across ERW and can be used to work with the SI Team and the LA`s schools to raise standards and attainment. | | |
| Service Head: Gareth Morgans | Performance status: On target | | |
| Action | 11697 | Target date | 31/03/2016 |
| Action promised | We shall give Person Centred Planning (PCP) a clear priority and support schools to embed PCP approaches into whole school practice | | |
| Comment | ECPs, advisory staff and lead practitioners have updated their training to become mentors for PCP practice. A programme for training and mentoring school staff has been shared with SENCOs and heads. We continue to develop the flagship schools who will share good practice. We continue to use PCP successfully as a vehicle for problem-solving, with LA staff modelling the use of PCP in schools. | | |
| Service Head: Gareth Morgans | Performance status: On target | | |
| Action | 11698 | Target date | 31/03/2016 |
| Action promised | We shall develop a model to replace Real Opportunities aligned to other local developments, including the Families First programme and youth service developments | | |
| Comment | Proposals are being finalised for submission of the Cynnydd bid. The proposal will incorporate 3 staff in Carmarthenshire with a dedicated remit for disability. Arrangements are being made for staff to be closely located with Transition Team. | | |
| Service Head: Stefan Smith | Performance status: On target | | |
| Action | 11699 | Target date | 31/10/2015 |
| Action promised | We shall improve the performance of pupils in receipt of free school meals | | |
| Comment | A delay in the receipt of FSM data at an appropriate level has occurred. This makes accurate reporting impossible at this juncture. Maintain target content but postpone reporting until Quarter 3. | | |
| Service Head: Gareth Morgans | Performance status: On target | | |



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2015/16



| ACTIONS - Theme: D. People in Carmarthenshire fulfil their learning potential | | | |
|--|--|--------------------------------------|------------|
| Sub-theme: D5 Increasing the provision of childcare, education and training through the medium of Welsh | | | |
| Action | 11700 | Target date | 31/03/2016 |
| Action promised | We shall implement the recommendations of the Welsh in Education Strategic Plan and the recommendations of the Welsh in Carmarthenshire Report by publishing a Language Charter for schools in Carmarthenshire ensuring that all learners have opportunities to develop their Welsh language skills. | | |
| Comment | The launch of `Siarter Iaith Sir Gar` is on 04/12/15. Report will follow. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |
| Action | 11701 | Target date | 31/03/2016 |
| Action promised | To reinforce our commitment to expand Welsh medium and bilingual education, we will commence statutory procedures to change the language category of Ysgol Bro Myrddin from bilingual (2A) to Welsh medium (WM) | | |
| Comment | Proposal has been received by the Executive Board who have recommended to Council that it proceeds to Formal Consultation. It will go to Formal Consultation if approved by County Council. | | |
| Service Head: Simon Davies | | Performance status: On target | |
| Action | 11753 | Target date | 31/03/2016 |
| Action promised | We shall commence the process of publishing statutory proposals to amalgamate the infants and junior schools in Llangennech into a new Welsh medium primary school | | |
| Comment | Consultation document being finalised for discussions with consultees with a view of consulting formally thereafter. | | |
| Service Head: Gareth Morgans | | Performance status: On target | |



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Education and Children scrutiny - at Half Year



2015/16




| Theme: E. People who live, work and visit Carmarthenshire are safe and feel safer | | | | | | | |
|--|--------------------------|--------------|---|--|--|-------------------------|-------------------------|
| Sub-theme: E5 Safeguarding all people from abuse, victimisation, neglect and exploitation | | | | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The percentage of first placements of looked after children during the year that began with a care plan in place SCC/001a | Not applicable | | Q2: 100.0 End Of Year: 100.0 | Target: 100.0 Result: 100.0 | Target: 100.0 Result: 100.0 Calculation: (64÷64) × 100 | Target: 100.0 | Target: 100.0 |
| Service Head: Stefan Smith | | | Performance status: On target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The percentage of children looked after at 31 March who have experienced one or more change of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months to 31 March | 9.3 | 14.0 | Q2: 1.3 End Of Year: 5.4 | Target: 10.0 Result: 0.6 | Target: 10.0 Result: 2.5 Calculation: | Target: 10.0 | Target: 10.0 |

| SCC/002 | | | | | | | | (4÷161) × 100 |
|---|---|--------------|---|--|--|------------------------|------------------------|----------------------|
| Service Head: Stefan Smith | | | | Performance status: On target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year | |
| The percentage of children looked after on 31 March who have had three or more placements during the year. SCC/004 | 7.0 | 8.7 | Q2: 4.6 End Of Year: 11.7 | Target: 11.3 Result: 3.0 | Target: 11.3 Result: 6.9 Calculation: (16÷233) × 100 | Target: 11.3 | Target: 11.3 | |
| Service Head: Stefan Smith | | | | Performance status: On target | | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year | |
| Percentage of initial assessments that were completed during the year where there is evidence that: a) The child has been seen by the Social Worker SCC/011a | 89.2 | 81.6 | Q2: 79.3 End Of Year: 83.1 | Target: 84.0 Result: 79.7 | Target: 84.0 Result: 83.9 Calculation: (483÷576) × 100 | Target: 84.0 | Target: 84.0 | |
| Comment | Only slightly off target. Assessments are allocated to the appropriate workers by senior staff and allocations are dependent on the nature of the assessment. For the purpose of this PI, unqualified workers include welfare assistants, student social workers and health professionals in our multi disciplinary Children's Disability Team. 18 children were seen by unqualified staff. 75 children were not seen as part of initial/S47 assessments due to various reasons including professional abuse meetings | | | | | | | |

| | and sole agency investigations by the police. Some parents also refuse to give consent to an initial assessment | | | | | | |
|--|--|--------------|--|---|--|------------------------|---|
| Remedial Action | Senior staff to ensure that assessments are allocated to appropriate workers but this is also dependent on the resources available at the time and the nature of the assessment | | | | | | |
| Service Head: Stefan Smith | | | | Performance status: Off target | | |  |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| Percentage of initial assessments that were completed during the year where there is evidence that: b) The child has been seen alone by the Social Worker. SCC/011b | 56.1 | 49.6 | Q2: 44.5 End Of Year: 47.3 | Target: 48.3 Result: 50.0 | Target: 48.3 Result: 44.6 Calculation: (257÷576) × 100 | Target: 48.3 | Target: 48.3 |
| Comment | This PI relies on the relevance of the initial assessment. Some children are not seen alone due to age whilst others refuse to be seen alone. Not every case will require the child to be seen alone | | | | | | |
| Remedial Action | Workers to ensure the child is seen alone wherever possible. However, this is dependent on the nature of the assessment | | | | | | |
| Service Head: Stefan Smith | | | | Performance status: Off target | | |  |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The percentage of initial child protection conferences during the year which were held within 15 working days of the strategy discussion | Not applicable | | Q2: 100.0 End Of Year: 99.4 | Target: 99.0 Result: 100.0 | Target: 99.0 Result: 100.0 | Target: 99.0 | Target: 99.0 |

| SCC/014  | | | | | Calculation: (47÷47) × 100 | | |
|--|--------------------------|--------------|---|--|--|-------------------------|-------------------------|
| Service Head: Stefan Smith | | | | Performance status: On target | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The percentage of statutory visits to looked after children due in the year that took place in accordance with regulations. SCC/025 | 92.7 | 90.0 | Q2: 98.1 End Of Year: 98.5 | Target: 98.0 Result: 100.0 | Target: 98.0 Result: 99.3 Calculation: (584÷588) × 100 | Target: 98.0 | Target: 98.0 |
| Service Head: Stefan Smith | | | | Performance status: On target | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
| The percentage of eligible, relevant and former relevant children that a) Have pathway plans as required SCC/041a  | 100.0 | 98.6 | Q2: 100.0 End Of Year: 100.0 | Target: 100.0 Result: 100.0 | Target: 100.0 Result: 100.0 Calculation: (93÷93) × 100 | Target: 100.0 | Target: 100.0 |
| Service Head: Stefan Smith | | | | Performance status: On target | | | |
| Measure Description | 2014/15 Comparative Data | | | 2015/16 Target and Results | | | |
| | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |

| Measure Description | Best Quartile | Welsh Median | Our Actual | Quarter 1 | Quarter 2 | Quarter 3 | End of Year |
|--|--|--------------|---|--|--|------------------------|---|
| The percentage of reviews of looked after children, children on the Child Protection Register and children in need carried out in line with the statutory timetable SCC/045 | 95.3 | 93.8 | Q2: 88.0 End Of Year: 89.4 | Target: 90.0 Result: 86.9 | Target: 90.0 Result: 88.5 Calculation: (870÷983) × 100 | Target: 90.0 | Target: 90.0 |
| Comment | An improvement in the result compared to Q1, however, the completion of Children in Need (CIN) reviews within timescales (81.6%) has again been an issue with sickness of staff being a contributory factor. Looked After Children reviews have improved during this quarter - 299/317 x 100 = 94.3% and Child Protection reviews have slightly declined - 153/154 x 100 = 99.4% | | | | | | |
| Remedial Action | Team Managers to continue to monitor Children in Need reviews. Social Workers to ensure that all Care Assess (electronic record) review forms are entered onto the system as and when required | | | | | | |
| Service Head: Stefan Smith | | | | Performance status: Off target | | |  |



Report B

Scrutiny measures & actions full monitoring report

Education and Children scrutiny - at Half Year

2015/16



| ACTIONS - Theme: E. People who live, work and visit Carmarthenshire are safe and feel safer | | | |
|--|---|--------------------------------------|------------|
| Sub-theme: E5 Safeguarding all people from abuse, victimisation, neglect and exploitation | | | |
| Action | 11219 | Target date | 31/03/2016 |
| Action promised | We will continue to develop and review our Multi Agency Safeguarding Children Hub (MASH) pilot in partnership with the Police and other agencies as a means of improving information sharing | | |
| Comment | <p>Our Multi Agency Safeguarding children Hub (MASH) has now been up and running for 19 months (since March 2014) having been set up as a means of improving information sharing and decision-making at the point of referral. At the same time, we restructured our front of house services and now have one single duty team (Central Referral Team) for the county.</p> <p>This is easier for families and other agencies to access, and ensures that we maintain a consistency of response. One duty officer continues to be based within the MASH in Police Headquarters. There has been a reduction in bureaucracy, and information sharing/decision making has greatly improved both in quality and timeliness.</p> <p>Unfortunately commitment by other agencies to base staff within MASH hasn't yet materialised. We are however, in the process of identifying new premises with a view to increasing the capacity of the pilot to include more agencies, as well as colleagues from Pembrokeshire and Ceredigion, and to progress to a decision making hub.</p> <p>Domestic Abuse Conference Calls (DACC) commenced on the 1st July, a Protocol has been agreed and key agencies` dial in` to a conference call 3 days per week whereby all relevant domestic incidents attended by Police will be discussed and information shared immediately and appropriate action plans agreed in a timely manner with the aim of reducing any future risk. The initial review of DACC has proved positive in relation to the sharing of information at an early stage and appropriate actions being taken, however, the additional pressure this puts on workers` time from all agencies is proving to be difficult so this will be kept under review</p> | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11734 | Target date | 31/03/2016 |

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| Action promised | We will improve the quality of Care Plans ensuring a multi-agency assessment, with a focus on outcomes, improved recording of risk assessments, and engagement of children and families. | | |
| Comment | Monthly audit of assessments by seniors continues with feedback to staff to identify good practice and areas for improvement. Schedule of professional development sessions has been arranged between October and December 2015 for the social work teams to further improve the quality of care plans. | | |
| Service Head: | Stefan Smith | Performance status: | On target |
| Action | 11735 | Target date | 31/03/2016 |
| Action promised | We will further develop the regional Adoption service, including the use of technology and electronic devices | | |
| Comment | The adoption panel that meets in Carmarthenshire now shares documentation electronically. The plan is to extend this to the panel that meets in Powys and to share the learning from the adoption panel experience with the Carmarthenshire Fostering Panel. Mid and West Wales Adoption Service has a business plan that includes further developing adoption support provision, in conjunction with partner agencies, as well as ensuring suitable matches for children with a plan for adoption. | | |
| Service Head: | Stefan Smith | Performance status: | On target |
| Action | 11736 | Target date | 31/03/2016 |
| Action promised | We will monitor and Review the Duty and referral process | | |
| Comment | The Central Referral Team (CRT) has now been in place for over 18 months. There has been positive feedback from the teams and other agencies in that all referrals to the Department now go through one central point and a consistent approach is delivered. Service Managers, Assessment Team Managers and the Duty Manager meet regularly to review the process and highlight any concerns. A group of Managers have met to review our threshold for intervention and we now meet quarterly to monitor thresholds to ensure that preventative services are utilised wherever possible and that s47 investigations are not undertaken unnecessarily | | |
| Service Head: | Stefan Smith | Performance status: | On target |
| Action | 11737 | Target date | 31/03/2016 |
| Action promised | We will explore options for improving placement stability, through reviewing arrangements for funding, recruitment, training, improved matching and support for foster carers /placements | | |
| Comment | We continue to explore all our options for improving placement stability by the undertaking of regular placement support meetings. Through regular reviewing processes we consider new ideas to recruit. We also provide specific training on attachment for our foster carers, plus on-going support to all our foster placements to try and improve matching and placement stability. Financial | | |

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| | packages are also considered for children with complex needs and additional resources to the placement to maintain placement stability. | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11738 | Target date | 31/03/2016 |
| Action promised | We will review multi-agency oversight of changes/updates to Care Plans as part of Permanency Panel and escalate cases of concern to Head of Service | | |
| Comment | We continue to review the changes and updates to care plans through our permanency panels which take place every 4 months. This is a multi agency panel and is effective in monitoring all care plans to ensure they are maintained to a good standard. The last panels took place in September and all care plans were updated as part of the panel process. | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11739 | Target date | 31/03/2016 |
| Action promised | We will review our arrangements in respect of our leaving care services | | |
| Comment | Capacity within the service to create additional PA`s (Personal Advisers) based on assessed need and projected growth has been found through reprioritising roles within the service. An action plan is in place and staff are piloting different child centred processes for planning. | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11741 | Target date | 31/03/2016 |
| Action promised | We will further reduce the number of young people entering the youth justice system for the first time | | |
| Comment | <ul style="list-style-type: none"> • The YOPS and the Youth Service continue to work closely together to find creative ways of identifying and targeting young people at risk of offending. This includes: <ul style="list-style-type: none"> o NEET data has been used to identify the profile of YP who are NEET. o Youth caution data has been used to highlight the age profile for offending and the geographical profile. o Several calendar events have been the focus for targeted activity across the two services: e.g. summer school holidays and Halloween and Bonfire night. o Use this data to challenge managers about how to identify those needing targeted support before offending brings them to notice; • The Bureau continues to be the primary process for dealing with low level offending by young people. Half of young people will end up having a non-criminal outcome; • There has been considerable debate and challenge about how to target resources and services, so that they reach those in most need and most at risk of offending. NEET status, age, geography have all been explored as themes upon which to target; | | |

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| | <ul style="list-style-type: none"> Both services continue to receive TAF referrals, to be identified as Lead agency and to contribute to TAF assessments and plans where appropriate. The Service Manager leads a development group for advancing arrangements for TAF for 16-25 year olds. Performance data reported to Families First will be used by the Service Manager to fully understand TAF practice, especially in the Youth Service and to hold managers to account for practice development and performance improvements where appropriate. | | |
| Service Head: Aeron Rees | | Performance status: On target | |
| Action | 11742 | Target date | 31/03/2016 |
| Action promised | We will reduce the rate of proven reoffending amongst children and young people | | |
| Comment | <p>This is a medium/long term target, but a range of initiatives have been implemented which are expected to reduce the rate of proven reoffending. Unfortunately, because reoffending rates are historical performance there will be a delay before performance improvements are evidenced. Initiatives include:</p> <ul style="list-style-type: none"> Continue to use the live tracker which provides data about the reoffending of those young people currently under supervision. Other reoffending data sourced from the Police National Computer is historical and tells you how you did two or three years ago; Testing of the Enhanced Case management approach continues. The test has stopped taking new referrals. Carmathenshire currently has about 10-12 cases being used as part of the test. Evaluation will take place in 2016; The professional support to YOPS for sexually harmful behaviour was withdrawn by S-CAMHS during the summer when a Forensic Psychologist took maternity leave and their post was not immediately covered. Arrangements were eventually put in place and became operational in September which meant that once again staff could access professional advice, consultation and guidance from someone with the necessary skills and experience. We continue to try and take a joined up approach to SHB; The YOPS has psychology input via S-CAMHS and the national test of the Enhanced case management approach. Compliance panels have become established for Youth Rehabilitation Orders; Supervision plans are much more creatively produced, with greater participation and engagement with young people; Implemented an upgrade of our case management system and rolled out Childview2. This required a comprehensive staff training programme. | | |
| Service Head: Aeron Rees | | Performance status: On target | |
| Action | 11743 | Target date | 31/03/2016 |
| Action promised | We will undertake Reviews of foster carers on an annual basis | | |
| Comment | We are continuing to make a steady improvement, both short breaks and family and friends carers are 100%. Mainstream carers are at 85% being the largest group. This is being closely monitored by the Fostering Manager and Service Manager to improve outcomes through regular supervision and update reports. | | |
| Service Head: Stefan Smith | | Performance status: On target | |
| Action | 11744 | Target date | 31/03/2016 |

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|-----------------------------------|---|
| Action promised | We shall further develop the role of all councillors as corporate parents to looked after children. |
| Comment | Due to changes in staffing there has been a delay in implementing the training plan. A secondment is now in place and training will commence. |
| Service Head: Stefan Smith | Performance status: On target |



Report B

Scrutiny measures & actions full monitoring report

Education and Children scrutiny - at Half Year

2015/16



ACTIONS - Theme: G. Carmarthenshire has a stronger and more prosperous economy
Sub-theme: G5 Tackling poverty and its impact on the local economy

| Action | 11827 | Target date | 31/03/2016 |
|------------------------|--|-------------|------------|
| Action promised | We will continue to work to support interventions which address the issue of NEETs (16-25) | | |
| Comment | <p>Work is on-going to deliver the 6 elements of the Welsh Government`s Youth Engagement and Progression Framework. The 6 elements are:</p> <ul style="list-style-type: none"> • Identifying young people most at risk of disengagement; • Better brokerage and coordination of support; • Stronger tracking and transitions of young people through the system; • Ensuring provision meets the needs of young people; • Strengthening employability skills and opportunities for employment; • Greater accountability for better outcomes for young people. <p>Full details of how we delivering these elements has been set out in a briefing paper which went to CMT in July (and included as an evidence document), but briefly these are a range of actions on-going to reduce the number of young people becoming NEET. These actions are linked to the local authority`s responsibilities via the YEPF and other departmental and partnership work to access additional resources to support this group of young people.</p> <p>In addition to the YEPF actions identified, Post 16 progression and retention during the 2015-2016 year will be supported by:</p> <ul style="list-style-type: none"> • Year 11 Information Advice and Guidance <p>Young people in Year 11 receive assemblies from Job Centre Plus staff that provides them with information about the local labour market. These are timed to coincide with them beginning their post-16 options choices. This compliments the work undertaken by Careers Wales.</p> <ul style="list-style-type: none"> • Careers Events <p>All Year KS4 young people in compulsory education have the opportunity to meet Carmarthenshire Post-16 education providers face at a Careers Event. This enables them to get a better understanding of their potential learning pathways and they are</p> | | |

further signposted onto options evenings.

- Year 11 AS level entry requirements

Each school needs to be confident that all learners have the appropriate ability to complete their courses. From September 2015, all pupils entering Sixth Forms without GCSE Maths and English will be required to resit these qualifications.

- Common Area Prospectus and Application Process (CAP)

All Year 11 learners will apply for their post-16 education and training through the Welsh Government's new CAP system from September 2016. This system will allow learners to view the full range of educational opportunities in the county, and will greatly contribute to tracking their progression through the post-16 transition process. This is similar to the UCAS university application process.

- A review of 11-19 Education in Carmarthenshire

This work is being undertaken in partnership with Coleg Sir Gar and will include the development of a Carmarthenshire curriculum offer and clear links to the economic regeneration of the County and region. This will be underpinned by the development of an inclusive curriculum for learners in all settings. This will be underpinned by a revised departmental structure including a new head of Inclusion post.

- Closer links with CCC Regeneration colleagues

To ensure that all opportunities to promote work related education, entrepreneurship, apprenticeships and traineeships locally are utilised and links to Swansea Bay City Region developments;

It is possible that additional resources for NEET preventative work will be available from early 2016 via the regional ESF Cynnydd project (for 11-19's at risk of becoming NEET) and the Cam Nesa Project (for 16-25's who are NEET). These projects will include the potential for direct funding for CCC delivery and procurement of a range of support and enhancement services. Both of these regional projects are being led by Pembrokeshire County Council.

Service Head: Aeron Rees

Performance status: On target