

Scrutiny measures & actions full monitoring report

Education and Children scrutiny - Quarter 3

2018/19

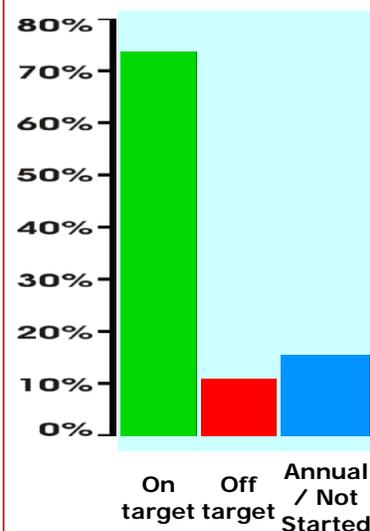
Filtered by:

Organisation - Carmarthenshire County Council
Source document - Corporate Strategy 2018/19

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
1. Help to give every child the best start in life and improve their early life experiences	Actions	14	14	0	0	N/A	0	100%	71%
	Measures	10	3	4	0	0	3	30%	
2. Help children live healthy lifestyles (Childhood Obesity)	Actions	8	8	0	0	N/A	0	100%	73%
	Measures	3	0	0	0	0	3	0%	
3. Continue to improve learner attainment for all	Actions	25	25	0	0	N/A	0	100%	81%
	Measures	7	1	5	0	0	1	14%	
4. Reduce the number of young adults that are Not in Education, Employment or Training	Actions	9	9	0	0	N/A	0	100%	69%
	Measures	4	0	0	0	0	4	0%	
5. Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of	Actions	2	2	0	0	N/A	0	100%	67%
	Measures	1	0	0	0	0	1	0%	
8. Help people live healthy lives (tackling risky behaviour & Adult obesity)	Actions	1	1	0	0	N/A	0	100%	100%
9. Support good connections with friends, family and safer	Actions	1	1	0	0	N/A	0	100%	100%

Performance against Target



communities									
11. A Council wide approach to support Ageing Well in Carmarthenshire	Actions	2	1	1	0	N/A	0	50%	50%
14. Promote Welsh Language & Culture	Actions	2	2	0	0	N/A	0	100%	50%
	Measures	2	0	0	0	0	2	0%	
Overall Performance	Actions and Measures	91	67	10	0	0	14	74%	

OFF TARGET

Theme: 1. Help to give every child the best start in life and improve their early life experiences
Sub-theme: A. Supporting Families

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
The % of child attendance at an allocated Flying Start free childcare placement for eligible 2-3 year olds to prepare for school readiness. 9.1.8.1	Not applicable		Q3: 77.0 End Of Year: 77.0	Target: 80.0 Result: Not available	Target: 80.0 Result: 78.2	Target: 80.0 Result: 78.8 Calculation: (41114 ÷ 52179) × 100	Target: 80.0
Comment	Quarter 3 result slightly off target but pleased to have an increase from Quarter 2.						
Remedial Action	We are currently reviewing our attendance policy and the de-registration processes in our childcare settings, Welsh Government have provided additional funding up to 31.03.19 to employ a member of staff to try and assist with increasing attendance rates. We will continue alongside childcare providers and health visitors to increase the attendance rates in the settings.						

Service Head: Stefan Smith

Performance status: Off target



Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
Percentage of child assessments completed in time PAM/028	93.4	--	Q3: 89.6 End Of Year: 89.7	Target: 90.0 Result: 91.6	Target: 90.0 Result: 86.8	Target: 90.0 Result: 85.4 Calculation: (1036 ÷ 1213) × 100	Target: 90.0
Comment	Issues have arisen relating to staffing in one of the assessment teams which has influenced the completion of assessments within timescales. Alternative members of staff have been providing support and assistance in the interim and with the imminent return to work of the Team Manager, an improvement in performance is hopeful by the end of the reporting year						
Remedial Action	Staffing issues continue to be resolved. In the mean time, workers from other teams have been assisting including managers from integrated family support and long term teams Service Managers to undertake regular monthly audits with feedback being given to respective managers and personnel. Any themes or trends highlighted by the audits are incorporated into practice development sessions with managers and workforce						

Service Head: Stefan Smith

Performance status: Off target



Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
The percentage of re-registrations of children on local authority Child Protection Registers (CPR) SCC/27	2.6	--	Q3: 0.0 End Of Year: 0.7	Target: 6.0 Result: 8.2	Target: 6.0 Result: 7.2	Target: 6.0 Result: 7.0 Calculation: (7 ÷ 100) × 100	Target: 6.0
	Improved result compared to last quarter (Q2 18/19 = 7.2%) but continues to remain off target currently. Previous performance has proved quite extreme with End of Year result 16/17 = 10.4%						

Comment

and End of Year result 17/18 = 0.7% therefore predictions for performance and target setting have been difficult to gauge. All Wales 17/18 result = 5.4%.

This measure remains to be relatively new and hopefully three end of year results will prove beneficial for benchmarking purposes.

Reasons for the re-registrations are: - x1 deterioration in parental mental health, x2 relapse of parental substance misuse and x1 on-going investigation regarding a possible non accidental injury, child in care of relative and x3 domestic abuse/maternal mental health.

Figures in the cohort are very small and any variation can significantly influence outcomes. Please note the lower the denominator the higher the % result.

Remedial Action

Registrations and de-registrations are subject to multi disciplinary case conferences which continue to be carried out under the Signs of Safety model. The department have fully implemented Signs of Safety practice into child protection conferencing and this is progressing further into practice within the child care teams.

A new practice development group has been formed which is led by the conference Chairperson and representation from across the teams to support staff.

Service Head: Stefan Smith **Performance status:** Off target 

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
The average length of time for all children who were on the Child Protection Register during the year SCC/28	226.0	--	Q3: 245.3 End Of Year: 213.1	Target: 211.2 Result: 286.2	Target: 211.2 Result: 239.7	Target: 211.2 Result: 267.6 Calculation: 26228÷98	Target: 211.2

Comment

This measure looks at those children removed from the Child Protection Register during the relevant period

The number of children removed from the child protection register has increased from 69 (Q3 17/18) to 98 (Q3 18/19) which is positive. However, this has also impacted on the number of registration days as 29 extra children are included in the cohort compared to the same period last year. Figures are very small and fluctuations can significantly influence the end result.

Child protection registrations are reviewed at multi agency case conferences using the Signs of Safety model. The process is more interactive and enables families to participate in an open and honest manner. It builds upon strengths and using the family network to reduce risk and develop good safety plans around families to ensure safeguarding of all children is implemented to a good standard

Remedial Action

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A new practice development group has been formed which is led by the conference Chairperson and representation from across the teams to support staff.

Service Head: Stefan Smith **Performance status:** Off target 

ACTIONS - Theme: 11. A Council wide approach to support Ageing Well in Carmarthenshire
Sub-theme: A. Age Friendly Communities

Action	13232	Target date	31/03/2019
Action promised	We will launch a website to signpost learners to the learning opportunities available from all providers in the county		
Comment	Admin support is required to complete this action. New post approved 8/1/19. Approval to recruit now in progress.		
Remedial Action	Agency worker required (GM agreed) to move this action forward before the end of the academic year.		

Service Head: Aeron Rees **Performance status:** Off target Page 4 of 24 

Theme: 3. Continue to improve learner attainment for all
Sub-theme: A. Improve Education Outcomes

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
<p>The percentage 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).</p> <p>5.0.2.3</p>	Not applicable		End Of Year: 97.8	--	--	--	Target: 98.0 Result: 97.9 Calculation: (561÷573) × 100
Comment	<p>This PI is slightly off target but has improved compared to the previous year. The LA's relative ranking in Wales has declined from 5th to 11th. Additional challenge and support to schools continues to impact effectively on performance in general with each cohort's individual profile taken into context. Annual fluctuations are to be expected at such a high level of performance. It is important to note that we have remained above the Wales average for the past six years.</p>						
Remedial Action	<p>The School Improvement Team will continue to support schools and monitor performance throughout the academic year in collaborative pursuit of enhanced pupil, school and LA targets.</p>						
Service Head: Andi Morgan			Performance status: Off target				

Theme: 3. Continue to improve learner attainment for all
Sub-theme: B. Improving School Attendance - making every day count

Measure Description	2017/18 Comparative Data			2018/19 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: 4.8	--	--	--	Target: 4.7 Result: 4.8 Calculation: (143269 ÷ 2958630) × 100
Comment	This PI is off Target and the result, 4.8%, has remained constant compared to the previous year. Illness remained the most common reason for absence accounting for 62.7% of all absences in 2017/18 (80.5% of all Authorised absences). All Authorised absence codes remained constant (under 0.1 percentage points difference) compared to the previous year.						
Remedial Action	The comprehensive Educational Welfare Service (EWS) improvement plan outlines collaborative strategies across the department which will further support our schools to improve rates of pupil attendance.						

Service Head: Andi Morgan **Performance status:** Off target 

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
The percentage of authorised absence in Primary schools for the Academic Year. 4.1.2.3	Not applicable		End Of Year: 4.8	--	--	--	Target: 4.7 Result: 5.1 Calculation: (233660 ÷ 4607974) × 100
Comment	This PI is off Target and the result has declined by 0.3 percentage points compared to the previous year, 5.1% compared to 4.8%. It is disappointing to see a reduction in attendance. Analysis shows that the 0.3 percentage point increase in Authorised Absence was a 0.1 percentage point increase for each of codes; C - Other authorised circumstances; H - Agreed Family Holiday and I - Illness.						
Remedial Action	Continued improvements will be sought through increased support and monitoring of schools. We will consult with Headteachers to consider how the potential improved and more consistent use of codes within the highlighted areas can support this measure.						

Service Head: Andi Morgan **Performance status:** Off target 

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
Percentage of pupil attendance in Primary Schools PAM/007	95.1	94.8	End Of Year: 94.4	--	--	--	Target: 94.5 Result: 93.9 Calculation: (4326001 ÷ 4607974) × 100

This PI is off target and the result has declined by 0.5 percentage points compared to the previous years result of 94.4%. Our Welsh comparative ranking has declined to 22nd from 21st the previous

Comment year.
It is disappointing to see a reduction in attendance. Analysis shows that we had a 0.3 percentage point increase in absence due to Authorised Absence (0.1 percentage point increase for each code; C - Other authorised circumstances; H - Agreed Family Holiday and I - Illness) and a 0.2 percentage point increase in absence due to Unauthorised Absence (all for code O - Other unauthorised)

Remedial Action Improvement will be sought through increased support actions coupled with monitoring of consistent use of codes across schools. We will consult further with Headteachers to consider how improved use of specific codes can support this work, as opposed to a dependence on the use of 'Other'.

Service Head: Andi Morgan **Performance status:** Off target 

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
Percentage of pupil attendance in Secondary Schools PAM/008	94.5	94.1	End Of Year: 94.3	--	--	--	Target: 94.4 Result: 93.8 Calculation: (2774677 ÷ 2958630) × 100

Comment This PI is off target and has declined compared to the previous year, 93.8% compared to 94.3%. Authorised absence has remained constant at 4.8% compared to the previous year. The biggest rise in Unauthorised absence has been a 0.4 percentage point rise in 'O - Other' code.

Remedial Action The comprehensive Educational Welfare Service (EWS) improvement plan outlines collaborative strategies across the department which will further support our schools to improve rates of pupil attendance.
The EWS will also contact those schools with a high percentage of 'O' codes to address any coding issues.

Service Head: Andi Morgan **Performance status:** Off target 

ON TARGET ETC.

Theme: 1. Help to give every child the best start in life and improve their early life experiences

Sub-theme: A. Supporting Families

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
The % of unauthorised absence at an allocated Flying Start free childcare placement for eligible 2-3 year olds to prepare for school readiness 9.1.8.8	Not applicable		Q3: 3.75 End Of Year: 3.60	Target: 3.55 Result: Not available	Target: 3.55 Result: 3.19	Target: 3.55 Result: 2.89 Calculation: (1508÷52179) × 100	Target: 3.55
Comment	Delighted to have exceeded the anticipated target.						
Remedial Action	We will continue working with childcare providers and health visitors to maintain the unauthorised absence attendance rates in the settings.						
Service Head: Stefan Smith			Performance status: On target				

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
Percentage of children in care who had to move 3 or more times PAM/O29	7.8	--	Q3: 7.2 End Of Year: 8.8	Target: 8.3 Result: 1.0	Target: 8.3 Result: 5.4	Target: 8.3 Result: 8.3 Calculation: (16÷192) × 100	Target: 8.3
Comment	<p>The department will continue to improve stability of Looked After Children in line with Carmarthenshire Children's Services Action Plan and Recruitment and Retention Strategy 2016-19. Placement stability is monitored through the Accommodation Panel every 2 weeks</p> <p>During Q3, 5 children/young people have experienced 3 or more placement moves. 2 - asylum seekers. Difficulty occurred in maintaining a placement as one did not wish to remain in our care and one transferred to supported living. 1 - presented with complex needs and required a residential setting. 1 - encountered a disruption of long term placement, moved to previous respite carer as bridging placement then on to supported living. 1 - baby was accommodated in foster care followed by a parent and baby placement then placed permanently in the care of a relative</p> <p>The re-launch of the Integrated Family Support and Edge of Care teams will focus on working with families to enable children to remain living at home if possible</p>						
Service Head: Stefan Smith			Performance status: On target				

Measure Description	2017/18 Comparative Data			2018/19 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 SCC/32	7.3	--	Q3: 5.0 End Of Year: 4.0	Target: 4.0 Result: 0.9	Target: 4.0 Result: 1.7	Target: 4.0 Result: 0.9 Calculation: (1÷112) × 100	Target: 4.0

New information has come to light from the Looked After Children Co-ordinator relating to a change of school to meet a statement of special educational need during the previous quarter (Q2). This has now been excluded from the numerator in line with Welsh Government guidance, hence, a reduction

in figures this quarter (Q3)

Comment

We continue to perform well in this measure. Efforts are made to maintain stability wherever possible by ensuring a child remains in the same school, however, this is not always in the best interest of a child e.g. distance to travel or child's academic needs not being met.

Please note that the % result will fluctuate depending on the number of compulsory school aged Looked After Children at the end of each period – lower the number the higher the % result.

Service Head: Stefan Smith

Performance status: On target

ACTIONS - Theme: 1. Help to give every child the best start in life and improve their early life experiences**Sub-theme: A. Supporting Families**

Action	13091	Target date	31/03/2020
Action promised	We will ensure the Council fully responds and delivers key childcare and play requirements moving towards delivering 30 hours of free education and care for working parents.		
Comment	<p>The Family Information, Childcare and Play team facilitated a successful Briefing session (10-3 p.m) for childcare providers on 20th October 2018 at the Halliwell Centre Carmarthen and was delivered in partnership with Ceredigion County Council who have been selected as the Delivery Lead Authority for Carmarthenshire. The session was well attended with over 110 childcare providers present. Childcare providers were given the opportunity to find out more about the Childcare offer, the registration process and application process as well as provided with information about various grants available and support available from Business Wales. Positive feedback was received from those who attended. As part of the Briefing Session all Childcare providers were informed that they would need to register with Ceredigion County Council if they were interested in becoming providers for eligible children in Carmarthenshire.</p> <p>Additional Staff have been recruited during Quarter 3 by Ceredigion County Council and are now in post in order to administer applications from Carmarthenshire parents/carers, check eligibility and process payments to childcare providers.</p> <p>The online application process for eligible parents and carers opened on 22nd November. To date over 220 applications have been received. 160 of these have been successfully processed by Ceredigion County Council. We have continued to promote and publicise the Childcare offer in line with our Marketing and communications Plan. Advertisements have been aired on Radio Carmarthenshire as well as advertisements placed in local Press including Carmarthen Journal, Llanelli Star and Ammanford Guardian. Large childcare offer banners have been erected across the county in prominent locations and posters and flyers have been displayed at libraries, family centres, childcare settings, GP surgeries, dentists etc. Information regarding the childcare offer has also been added to the corporate Carmarthenshire County Council website. Presentations have recently been delivered to School Governing Body Chairs on 24th October and Primary Head Teachers Forum on 12th November.</p>		
Service Head: Stefan Smith		Performance status: On target	
Action	13092	Target date	31/03/2019
Action promised	We will continue to develop the Flying Start programme, promoting early intervention for disadvantaged families with children (0-3) living in specific deprived communities, ensuring good multi agency support to families across the spectrum of need by developing clear pathways with internal and external partners.		
Comment	<p>The Flying Start Service is now being fully delivered across 18 areas within Carmarthenshire, covering a total of 768 postcodes. The Flying Start Health Visitors continue to deliver the Healthy Child Wales Programme (HCWP) with enhanced home visiting, assessing resilience and co-ordinating packages of support through a multidisciplinary approach. Working collaboratively with the internal specialist services such as social care, Speech and Language (SLT) and midwifery team within Flying Start. There continues to be a rolling programme of formal and informal Parenting courses, Language and Play sessions and Engagement Groups throughout the Flying Start Service, being delivered in the community to promote positive parenting and children's language development.</p> <p>The Flying Start provision in the new Parc-Y-Tywyn School (Burry Port) was due to be open at Easter 2019. However due to a delay in the tender exercise, the opening of the Flying Start provision in Parc-Y-Tywyn has been postponed. We are aiming to get the tender exercise out to "Sell2Wales" by June 2019, with the aim for a new contractor to be in place; and a provision set up by September 2019.</p> <p>There are currently staffing issues in the SLT team due to vacant post and maternity cover resulting a delay in the time children are assessed or reviewed by Therapists. However, an attempt to reduce the impact of this has been to commission a day a week in from core SLT service in Hywel Dda University Health Board to try and keep the backlog to a minimum and reduce the time children have to wait to be assessed.</p>		
Service Head: Stefan Smith		Performance status: On target	
Action	13093	Target date	31/03/2019
Action promised	We will continue to provide attachment awareness training in schools to ensure they are able to meet the emotional needs of vulnerable children.		
Comment	We continue to deliver our programme of support to schools utilising the Pupil Development Grant for looked after children.		
Service Head: Stefan Smith		Performance status: On target	
Action	13094	Target date	31/03/2019
Action promised	We will continue to transform children's social work practice by embedding and developing the systemic model of working (within Pod's), combining cohesively with Signs of Safety, including Disability and Fostering Services.		
Comment	The development of systemic practice in the social work teams continues to be supported through the Week 6 development sessions as well as the pod leader's forum. Both occur regularly and provide opportunities to share learning, skills and knowledge. The psychologists have met with the fostering team to discuss systemic practice. The planned workshop with Llanelli Assessment Team has been delayed due to staffing issues in the team. The aim is to hold it as soon as possible in 2019.		

Comment	The parenting assessment form on Care First has been adjusted in response to feedback from practitioners and workshop took place with managers and staff from the childcare teams to explore how best to integrate the systemic approach and Signs of Safety into undertaking parenting assessments.		
	Focus groups with pod leaders, observations of pod discussions and interviews with a sample of childcare social workers have taken place as part of research into indicators of systemic practice. The outcome of the research will be available in May 2019.		
Service Head: Stefan Smith	Performance status: On target		
Action	13095	Target date	31/03/2019
Action promised	We will implement the re-commissioned Families First (FF) programme (0-25yrs) incorporating the changes in response to Welsh Government Guidance, in delivering early intervention support services for disadvantaged children, young people and families across the county.		
Comment	<p>During this financial year there has been three significant changes to the 13 commissioned projects.</p> <p>1. The Disability Play Groups project (CCC) will end 31st March 2019. This provision will be incorporated into a tender for disability play scheme across the County. The Families First funding allocated to the Disability Play Groups will remain ring-fenced for disability support and will be included into Tim Camau Bach project for 2019-20. There continues to be a high need for supporting parents of disabled children and those with additional learning needs. Training has been identified and arranged to support the non-disability Families First projects to take on a greater inclusion role. Training includes, ASD awareness, Sensory training and Challenging Behaviour.</p> <p>2. The Psychological Support Project (CCC) ended 31st December 2018. The funding will be vired to Home-Start to maintain community development approach to supporting parents.</p> <p>3. The Family Support Workers project is currently under review and will end in its current format in March 2019. The project will be replaced by the Family Support in Schools Project, commencing April 1st 2019 managed by the Team Around the Family Manager. A new specification is being developed in preparation.</p> <p>Families First has been working in partnership with Supporting People to develop a joint specification for Domestic Abuse. The Domestic Abuse Stops Here! (DASH) project will merge with the Supporting People Specification. This has been delayed whilst the regional commissioning arrangements and responsibilities are being clarified, therefore we shall extend the existing DASH contract for a further year while these arrangements are being finalised.</p> <p>Additional Funding; Carmarthenshire has been successful in securing an additional £139k from Welsh Government which will be utilised to: Fund any shortfall in budgets, Increase capacity, staff hours, activities Provide identified Training, Purchase Resources. In addition, WG has made available an Innovate Family Activity Grant of £15,000 per local authority. The grant is to be used to; 1) Fund Mental Health Training, 2) improve access for families to be able to participate in activities together.</p> <p>As of April 2019 the Families First programme will be included with six other funding streams under the Children and Communities grant. An indicative allocation of £6.4 million for 2019-20 has been received from WG. The rationale behind merging the grants is that it will allow for greater flexibility between programmes to meet the demands. The aims is that this new grant will help to improve and integrate service delivery to better support vulnerable families.</p>		
Service Head: Stefan Smith	Performance status: On target		
Action	13096	Target date	31/03/2019
Action promised	We will continue to implement and consolidate the 'MACSE' (Multi-Agency Child Sexual Exploitation) model, and ensure we are conforming to regional thresholds and multi-agency arrangements.		
Comment	Child Sexual Exploitation (CSE) remains a key priority issue both locally and regionally. Carmarthenshire actively engages in all regional CSE events and ensure that CSE is on the agenda of local meetings with Team Managers and for the Local Operational Group so that there are quarterly meetings both internally and multi-agency discussion. MACSE meetings have started and are still continuing and developing and are continuing to consider children and young people who are considered at moderate and significant risk of CSE. CSE is also included in all basic safeguarding training so that unqualified staff have a broad understanding of the issues. We are also currently part of a Barnardo's pilot in respect of CSE and in regards to the regional action plan, Carmarthenshire is on track with all aspects of this		
Service Head: Stefan Smith	Performance status: On target		
Action	13097	Target date	31/03/2019
Action promised	We will continue to extend the Team Around the Family (TAF) approach across the county for 0-25 year olds, clarifying thresholds to help inform families and other agencies to ensure they are able to access the right help at the right time.		
Comment	The new JAFF has been successfully developed and will be with translation and design in quarter 4 ready to be launched April 1st as planned. The TAF-in-Schools model has continued to be developed and now has begun to take on a distinctive identity and shape, ready for the launch as a Families First project with staff and a coordinator for the new financial year. Both of these are part of the extension and refinement of the TAF approach in the business plan. A further development this quarter was the beginnings of establishing firmer links with health as part of this extension of our approach. This will be one of our actions for the coming year. We continued to have conversations with Children's Referral Team (CRT), children's assessment teams, long term children's teams and Flying Start regarding the thresholds in order to give families access to the right help at the right time.		
Service Head: Stefan Smith	Performance status: On target		

Action	13098	Target date	31/03/2019
Action promised	We will review our Corporate parenting strategy taking into account new guidance on the responsibility of the whole council as corporate parents.		
Comment	Young people have been consulted with and a draft strategy is in place. Senior Officers have been met with, dates are booked in for young people to meet with them to capture each department`s promise.		
Service Head: Stefan Smith	Performance status: On target		

ACTIONS - Theme: 1. Help to give every child the best start in life and improve their early life experiences**Sub-theme: B. Additional Learning Needs**

Action	13099	Target date	31/03/2019
Action promised	We shall ensure the Council fully responds and complies with the requirements of the Additional Learning Needs transformation programme which aims to transform expectations, experiences and outcomes for children and young people by developing a unified system for supporting learners with additional needs from 0 to 25 years of age.		
Comment	Inclusion Department staff are reviewing all chapters of the ALN Code and will respond to all the WG consultation events		
Service Head:	Andi Morgan	Performance status:	On target
Action	13100	Target date	31/03/2019
Action promised	We will continue to delegate Additional Learning Needs (ALN) funding to schools and support them to map provision and meet all needs at a local level. We will consider future moves to develop a national needs-based school funding formula for ALN		
Comment	Formula Funding Consultation Proposals 2019 have been worked on jointly with Accountancy and shared with Primary Schools		
Service Head:	Andi Morgan	Performance status:	On target
Action	13101	Target date	31/03/2019
Action promised	We will continue to support schools to develop their person centred planning approaches to identify need, deliver personalised additional learning provision and provide holistic integrated responses through multi-agency working.		
Comment	Inclusion Department staff engaged in activities to support the development of PCP approaches include on-going ALNCO Champion and Coach training, e-learning and direct tutoring and delivery of training packages. Schools are supported to develop ways to provide holistic integrated responses through multi-agency working.		
Service Head:	Andi Morgan	Performance status:	On target
Action	13102	Target date	31/03/2019
Action promised	We will continue to develop Individual Development Plans to meet all needs at all stages		
Comment	ALN Code includes an IDP template that, following joint working with IT ,will be held as a document file on pupil files on Teacher Centre.		
Service Head:	Andi Morgan	Performance status:	On target
Action	13103	Target date	31/03/2019
Action promised	We will monitor, evaluate and celebrate achievements at key milestones of Additional Learning Needs (ALN) reform, especially the assessment and evaluation framework to provide schools with the confidence to innovate.		
Comment	Inclusion Department will provide schools with opportunities to respond via consultation to WG` s ALN Code.		
Service Head:	Andi Morgan	Performance status:	On target
Action	13104	Target date	31/03/2019
Action promised	We will review workforce data in relation to a range of support services, e.g. Educational and Child Psychology, Sensory Impairment support and Advisory Teachers, to ensure support for low incidence high-complexity needs and high incidence low complexity needs.		
Comment	Workforce data has been reviewed. LA has identified a Teacher of the Deaf and a Teacher of CYP with MSI to undertake training to gain a specialist advanced mandatory qualification to effectively meet the needs of SI CYP in the LA. This is currently being undertaken. Support services are being strengthened by increasing key staff - Family Liaison Officer		
Service Head:	Andi Morgan	Performance status:	On target

ACTIONS - Theme: 11. A Council wide approach to support Ageing Well in Carmarthenshire**Sub-theme: D. Opportunities for employment & new skills**

Action	13239	Target date	31/03/2019
Action promised	We will retain and promote Carmarthen Community Education Centre as a flagship hub venue for Basic Skills and English for speakers of other languages (ESOL) provision, private classes, community clubs and societies.		
Comment	The Carmarthen Community Education Centre continues to run as a flagship hub venue for Basic Skills and English for speakers of other languages (ESOL) provision, private classes, community clubs and societies.		
Service Head:	Aeron Rees	Performance status:	On target

ACTIONS - Theme: 14. Promote Welsh Language & Culture**Sub-theme: C. The development of Welsh in all our Education services**

Action	13285	Target date	31/03/2020
Action promised	We will implement the content of the 'WESP' Welsh in Education Strategic Plan in partnership with school leaders for the benefit of all Carmarthenshire learners.		
Comment	School audits of preparedness for the WESP have been completed. An implementation paper has been prepared for the corporate process and will be discussed in DMT (23.1.19); CMT (29.1.19); PEB (4.2.19). This paper will detail actions all schools can take and list those which are proposed to progress to formal consultation to change the nature of provision.		
Service Head: Aeron Rees	Performance status: On target		
Action	13286	Target date	31/03/2019
Action promised	We will work with the County's primary and secondary schools to move them along the Welsh language continuum and also ensure that individual pupils within relevant schools are provided with opportunities to continue with their Welsh medium education throughout all key stages.		
Comment	An implementation/development plan has been submitted to Welsh Government and is being expedited. Details pertaining to moving schools along the language continuum are detailed in a paper for the corporate process... DMT (23.1.19); CMT (29.1.19); PEB (4.2.19). This paper will detail actions all schools can take and list those which are proposed to progress to formal consultation to change the nature of provision.		
Service Head: Aeron Rees	Performance status: On target		

ACTIONS - Theme: 2. Help children live healthy lifestyles (Childhood Obesity)**Sub-theme: A. Increase physical activities for children**

Action	13106	Target date	31/03/2019
Action promised	Through the Healthy Schools Scheme we will continue to increase the level of physical activity by developing the Carmarthenshire Outdoor Schools Project, continue to hold our annual Pedometer Challenge and continue to embed the Food & Fitness Health topic within Schools.		
Comment	A further 12 schools are now on board the Carmarthenshire Outdoor Schools Scheme (CODS) for 2018-2019. An induction meeting for the new schools will be held on the 17.1.19. A CODS Steering Group meeting was held in December 18 and a Presentation regarding CODS was delivered to Key Stage 2 Co-ordinators during a KS2 Co-ordinators training day which was held during the Autumn Term.		
Service Head: Aeron Rees	Performance status: On target		
Action	13107	Target date	30/06/2019
Action promised	We will continue to work towards addressing the gaps identified in our most recent Play Sufficiency Assessment (2016-2019) in order to ensure that local children and young people have access to wide and varied play opportunities and experiences including the potential of utilising school grounds, outside of teaching hours.		
Comment	Work continues on our third statutory Play Sufficiency Assessment that is due to be submitted to Welsh Government in draft on 31st March 2019. All consultations (except for the schools) closed on 21st December 2018. The results of these are in the process of being analysed and will be included within the Assessment. £130k was allocated to Carmarthenshire via the Welsh Government All Wales Play Opportunities Grant in mid-December 2018. Proposals were received from various organisations, departments and Town and Community Councils across the county. All proposals supported have been agreed by Welsh Government in line with gaps identified in our last Play Sufficiency Assessment.		
Service Head: Stefan Smith	Performance status: On target		

ACTIONS - Theme: 2. Help children live healthy lifestyles (Childhood Obesity)**Sub-theme: B. Address mental health**

Action	13108	Target date	31/03/2019
Action promised	Through the Healthy School Scheme we will continue to support schools in their implementation of the Mental & Emotional Health and Well-being Health topic including Anti-bullying strategies and healthy coping mechanisms such as mindfulness and Speakr		
Comment	The scheme continues to update its Network on HWB, where useful resources and exemplar policies regarding issues such as `Bullying` have been placed. Schools are provided with termly Health Calendars informing them of which Mental Health Campaigns will occur during that particular term etc. A Healthy Schools Co-ordinators Training Day has been arranged for the 7.3.19. The focus of the training day will be placed on Mental & Emotional Health and Well-being. Several specialist providers within this area will deliver workshops during the training day. Gwylan UK LTD will deliver a workshop emphasising the importance and effectiveness of the `Pause Points` programme within schools as well as the `5 Ways Ways of Well-being. Schools who are currently implementing effective Well-being practices such as `Speakr` will also be sharing their good practice with other schools.		
Service Head: Aeron Rees	Performance status: On target		

ACTIONS - Theme: 2. Help children live healthy lifestyles (Childhood Obesity)**Sub-theme: C. Promote healthy eating**

Action	13109	Target date	31/03/2019
Action promised	We will seek to further develop healthy eating in schools, beyond statutory Welsh Government regulations.		
Comment	Continue to work on the menu, to make better more nutritious choices, whilst remaining in budget.		
Service Head: Simon Davies	Performance status: On target		
Action	13110	Target date	31/03/2020
Action promised	We will seek to increase take-up of school meals (including free school meals).		
Comment	As implementing online payments in schools, we are using this tool to promote school meals as well as our current methods. Theme days are promoted, parents can see an actual photo of the meal we produce for each day. New menu in November after half term. Supported NSMW (national school meals week)in November. Use of authority`s media wherever possible.		
Service Head: Simon Davies	Performance status: On target		
Action	13111	Target date	31/03/2019
Action promised	We shall continue to ensure that schools are abiding by the Healthy Eating in Schools (Wales) Measure 2009 and the Healthy Eating in Schools (Nutritional Standards & Requirements) (Wales) Regulations 2013, during cluster meetings, schools visits and assessments.		
Comment	Schools were reminded of the Healthy Eating Regulations again during the Autumn Term Cluster Meetings. The Regulations and Guidance will be addressed during the Healthy Schools Co-ordinators Training day which will be held on the 7.3.19. The Scheme will also continue to work in partnership with the Designed 2 Smile Scheme, School Nursing Team and School Meals Catering Service by monitoring the Food & Drink that is being provided to pupils by the school.		
Service Head: Aeron Rees	Performance status: On target		

ACTIONS - Theme: 2. Help children live healthy lifestyles (Childhood Obesity)**Sub-theme: D. Increase awareness**

Action	13112	Target date	31/03/2020
Action promised	We shall continue to work in partnership with the Sustainable Pre-School Healthy Schools Scheme in promoting the '10 steps to a Healthy Weight'		
Comment	Following the Pre-School Co-ordinator being on Maternity leave, there are no plans to work in partnership with the pre-school healthy school scheme on a specific event within the new financial year. However, the scheme will be invited to attend our annual award ceremony in July as an opportunity to promote the '10 steps to a healthy weight' further		
Service Head: Aeron Rees	Performance status: On target		
Action	13113	Target date	31/03/2020
Action promised	We will continue to promote and raise awareness to campaigns specific to healthy eating, physical activity and mental health such as 'Walk to school Week', the 'Daily Mile', National Obesity Awareness Week and Mental Health Awareness Week and promote the School Health Research Network.		
Comment	Schools who attended the Autumn Term Cluster meetings received their National Health Campaigns Calendar for Spring 2019. Emphasis was placed on National Obesity Awareness Week which take place between the 14th & 20th of January, 2019. The Scheme will create a playlist of relevant resources for schools as well as signposting schools to useful websites and resources in order to raise awareness to the effects of Obesity, Healthy Eating and Regular Physical Activity.		
Service Head: Aeron Rees	Performance status: On target		

Theme: 3. Continue to improve learner attainment for all**Sub-theme: A. Improve Education Outcomes**

Measure Description	2017/18 Comparative Data			2018/19 Target and Results			
	Best Quartile	Welsh Median	Our Actual	Quarter 1	Quarter 2	Quarter 3	End of Year
Average Capped 9 score for pupils in year 11 PAM/032	Not applicable		New measure	--	--	--	Target: 361.1 Result: 363.1
Comment	The result of 363.1 is on target and has improved on the previous years result of 360.8. This was the 6th best result in Wales and well above the Welsh average of 349.5. This is a very good result for the Authority. It reflects the impact of collaborative working between our School Improvement Team and senior school leaders and staff.						
Remedial Action	The School Improvement Team will continue to support and monitor schools appropriately to ensure enhanced performance outcomes for all pupils. This will be implemented through the agreed regional content of ERW Core Support Visits throughout the year.						
Service Head: Andi Morgan	Performance status: On target						

ACTIONS - Theme: 3. Continue to improve learner attainment for all**Sub-theme: A. Improve Education Outcomes**

Action	13114	Target date	31/03/2019
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Action promised	We will enhance outcomes for More Able and Talented pupils.		
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Comment	<p>Pupils and students from across our schools in Carmarthenshire continue to be inspired by the varied programmes running aimed at motivating students as well as to encourage school to school support in relation to inspiring our more able and talented pupils. The programme includes:</p> <ul style="list-style-type: none"> • The Brilliant Club has been rolled out to all schools in Carmarthenshire for year 9 students. 'Top 12' students selected by each school based on academic performance. The model involves PhD students teaching 2 groups of 6 students for one hour a week in schools on specialised research topic. The programme runs for 6 weeks and students then write an essay marked using undergraduate values ie first' 2:1 etc. Students attend a launch and graduation from the programme organised in clusters as far as possible. Project launch dates are as follows: January 25th and February 5th 2019 with both events held at Cardiff University. • Very positive outcomes are developing for both staff and students at Ysgol Bro Dinefwr who are engaged in their bespoke MAT project. Several students who had been inclusion risks attendance improved dramatically. Focus continues to be to target MAT students but include students whose performance had dipped. Very proactive use of data. Methodology focused on strong individual support systems by staff for target group combined with aspirational visits and team building activities. • Ysgol Coedcae is involved in a Year 10 MAT project focussing on the Welsh Bacalaureate. Partnership working with the Learned Society of Wales is ensuring that PhD students are available to support this work as outcomes for MAT students are currently not as high as in other subjects. This project will be started in New Year. • The post 16 Seren programme continues and includes numerous activities engaging year 13 and 12 students. Year 13 students received Oxbridge admissions test support as we sought help of a Dr of Physics, newly started at QE high. Last year Seren saw no students in Wales achieve an interview at Oxford where the Physics Aptitude Test was necessary (Physics and Engineering). After some intensive prep we saw this year 4 students achieve interviews. Year 13 Oxbridge candidates undertook mock interviews in Earth Sciences; Geography (2 students); French (2 students); Biochem; Law; HSPS; Physics (3); Engineering (1). Hopefully this will pay dividends but more work necessary on this in future and students often too passive. Year 13 medicine interviews planned for January. • Year 12 Students interested in politics, law and economics visited LSE, Kings, SOAS in London. Then undertook a debating workshop and tour of Houses of Parliament after meeting MP Simon Hart. • Eighteen, year 12 students attended a workshop by Stephen Earls from Future Maths Support Programme, on advanced mathematical techniques and STEPS style questioning. • Forty eight students attended the Seren National Conference from our hub staying overnight and listening to key note speeches from Education Secretary Kirsty Williams and attended workshops on everything from engineering to stress management. • Thirty nine year 12 students attended an engineering day at Swansea University undertaking different workshops in the engineering department • Thirty three Seren students from across Wales attended an event hosted by Sir Gar-Benfro Seren at Parc Y Scarlets. Advice on personal statements; work experience; interview technique and detailed information about the Vet Science course at Royal Veterinary College was provided. <p>In addition, approximately 40 of our small and rural schools will be supported during the spring term to work alongside each other collaboratively developing their MAT provision. The project will be formally launched by a guest speaker, aiming to inspire and raise expectations of our learners.</p>		
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Service Head: Andi Morgan	Performance status: On target		
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Action	13115	Target date	31/03/2019
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Action promised	We will continue to increase the percentage of schools designated with a 'Green or Yellow' support category within the National School Categorisation System		
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Comment	<p>Challenge advisers have worked alongside headteachers and representatives from governing bodies throughout the autumn term to ensure that the bespoke support package arranged for all schools on an individual basis robustly aligns to their individual developmental plans.</p> <p>Pupil progress and the quality and impact of self-evaluation processes have been reviewed to ensure accuracy in the identification of developmental priorities.</p> <p>This information has informed the categorisation of the schools in line with Welsh government policy.</p> <p>The overall picture for Carmarthenshire reflects that the number of 'green' schools within the primary sector continues to increase. Our number of 'yellow' schools remains fairly static overtime. We have 2 schools categorised as 'red' during the 2018 / 2019 academic year.</p> <p>Within the secondary sector we have 7 schools categorised as 'Green' and 5 as 'yellow'.</p> <p>Within our special schools and PRU's categories range from Green to red.</p> <p>When reflecting on this data it must be noted that the most important element of this process is the support package provided, routinely monitoring the impact of the support and ensuring that the school is enabled and has the capacity to achieve timely progress.</p>		
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Service Head: Andi Morgan	Performance status: On target		
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Action	13116	Target date	31/03/2019
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Action	We will support schools, in tandem with ERW (Education through Regional Learning), to further improve outcomes for all pupils outcomes at the end of the Foundation Phase, Key Stage 2, Key Stage 3 and Key Stage 4 but with a particular emphasis on raising		
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promised	the achievements of pupils entitled to free school meals and looked after children.		
Comment	<p>During the ERW support visits in the autumn term, which align to the Welsh Government categorisation strategy, bespoke programmes of support were agreed between challenge advisers and their schools. Areas for development align directly to the school's development plan and the subsequent support package agreed will ensure that schools are well supported in achieving their priorities. Progress will be monitored by the school independently, as well as in collaboration with the challenge adviser when applicable. Support is provided through training programmes and bespoke school to school support. The leaders of learning, at secondary level, focus specifically on provision and pupil outcomes, providing effective bespoke support across our secondary schools.</p> <p>In addition, our support programme for schools causing concern has been reviewed and updated and is currently being rolled out in partnership with headteachers, senior leaders and staff from across the schools.</p> <p>When reviewing pupil progress the team of challenge advisers, alongside the schools, review the progress of all groups of learners to ensure that the universal provision is well differentiated and that it takes into account the individual needs of learners.</p>		

Service Head: Andi Morgan	Performance status: On target		
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Action	13117	Target date	31/03/2019
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Action promised	We will continue to hold all schools and ERW (Education through Regional Learning) to account for further improving standards and outcomes for learners, intervening in schools where performance is not satisfactory.		
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Comment	<p>Our team of Challenge Advisers and Associate Challenge Advisers have continued to undertake a wide range of activities in support of this action. A clear focus has been maintained on ensuring appropriate and agreed bespoke support for each school following ERW Core Support Visit (including `National Categorisation` as a key element of the work). The Head of Education Services and Head of School Effectiveness continue to monitor and evaluate the following in support of this key action. This includes review, evaluation and scrutiny of the progress made by our `Schools Causing Concern.` Our work is supported by the LA Education Scrutiny Panel School Visit Programme along with:</p> <ul style="list-style-type: none"> - Estyn LALI (Local Authority Link Inspector) visits - Intervention & support work of individual School Improvement Panels - Undertaking of specific elements of training and focused provision / support in specific school settings (focused on leadership and curriculum provision) - Additional focused scrutiny through local `SCIT` meetings (Support, Challenge and Intervention Team). - Officers presenting a range of analytical reports to the E&C Scrutiny Panel (ensuring an opportunity to discuss and analyse performance and the impact of ERW work in our schools, including areas for improvement and increased resources). 		
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Service Head: Andi Morgan	Performance status: On target		
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ACTIONS - Theme: 3. Continue to improve learner attainment for all
Sub-theme: B. Improving School Attendance - making every day count

Action	13118	Target date	31/03/2019
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Action promised	We will continue to promote regular school attendance to maximise educational opportunities and child welfare, robustly challenging poor attendance and persistent absenteeism.		
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Comment	The Department is reviewing its approach to the promotion of regular school attendance and has an action plan in place which is being overseen by a steering group.		
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Service Head: Andi Morgan	Performance status: On target		
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Action	13119	Target date	31/03/2019
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Action promised	We will implement the Attendance Forward Working Plan following consultation with Headteachers.		
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Comment	We continue to follow our forward working plan and make progress in line with the targets set.		
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Service Head: Andi Morgan	Performance status: On target		
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ACTIONS - Theme: 3. Continue to improve learner attainment for all**Sub-theme: C. An excellent school in the right place**

Action	13120	Target date	31/03/2019
Action promised	We will deliver all Band A commitments identified in the Modernising Education Programme by 2019 therefore supporting our children and young people to receive a world class education in safe and stimulating environments. This includes the delivery of new campuses for Ysgol Penrhos and Ysgol Gymraeg Dewi Sant.		
Comment	Band A commitments are continually being delivered with construction complete or progressing well at a number of schools, ensuring that our children and young people are receiving world class education in safe and stimulating environments fit for the 21st Century. Construction works are complete at Ysgol Penrhos, with the school occupied and operational. Whilst a scheme is being progressed to provide Ysgol Gymraeg Dewi Sant with a new campus, planning issues are currently being addressed following the Village Green determination.		
Service Head: Simon Davies		Performance status: On target	
Action	13121	Target date	31/03/2024
Action promised	We shall deliver a further £129million Modernising Education Programme investment between 2019-24.		
Comment	5 Band B projects have already been accelerated in the MEP and development/design works in proceeding at pace. 2 have received Full Business Case approval by the WG. Strategic reviews and development work on all Band B projects is in progress.		
Service Head: Simon Davies		Performance status: On target	
Action	13122	Target date	31/03/2019
Action promised	We shall consider the delivery of primary education provision in the Ammanford, Llandeilo and Llandovery areas.		
Comment	The delivery of primary education in the Ammanford, Llandeilo and Llandovery areas are currently being progressed, with investment schemes planned for Ysgol Rhys Prichard and the Ammanford and Llandeilo areas.		
Service Head: Simon Davies		Performance status: On target	
Action	13123	Target date	31/03/2019
Action promised	We shall consider options to utilise the Welsh Government Mutual Investment Model (MIM) to further develop the education infrastructure through capital investment.		
Comment	Discussions are ongoing with WG colleagues and Seminars attended. WG undertaking a national procurement to facilitate the delivery of the MIM model - Not clear from WG on direction of travel for MIM Project Route as yet.		
Service Head: Simon Davies		Performance status: On target	
Action	13124	Target date	31/03/2019
Action promised	We shall ensure the Council fully responds and complies with the requirements of the Welsh Government School Organisation Code to support the attainment of better educational outcomes with specific reference to requirements for rural schools.		
Comment	The Principles of the revised process incorporating the requirements for rural schools has been agreed with Executive Board. Revised process incorporating the presumption against closure has received formal sign off by the Executive Board Member for Education and Children`s Services.		
Service Head: Simon Davies		Performance status: On target	
Action	13125	Target date	31/03/2019
Action promised	We will analyse and forecast capacity and pupil data for the planning of school places (POSP) and future school organisation.		
Comment	WG return completed and submitted by deadline date.		
Service Head: Simon Davies		Performance status: On target	
Action	13126	Target date	31/03/2019
Action promised	We will manage school estate affairs including building maintenance, asset verification, governor property initiatives and responsibilities under disability access (DDA) legislation.		
Comment	As in previous quarters. Estate management - requests for school development proposals and support for risk management bids considered and approved as required. Building Maintenance - Urgent capital works authorised for 2018/19. DDA - Adaptation Projects to facilitate pupil admission to school completed during October Half Term.		
Service Head: Simon Davies		Performance status: On target	

Action	13127	Target date	31/03/2019
Action promised	We will undertake statutory procedures associated with federation, school organisation and/or improvement projects.		
Comment	The statutory procedures to increase the capacity of Ysgol Gynradd Gorslas and to change the age range of Ysgol Parc y Tywyn to 3-11 are complete. Further school reorganisation and federation proposals are being reviewed and developed.		
Service Head: Simon Davies	Performance status: On target		
Action	13128	Target date	31/03/2019
Action promised	We will invest over £20 million in major school construction and modernisation projects at Pen Rhos, St John Lloyd, Parc Y Tywyn, Pontyberem, Rhys Pritchard and Llangadog.		
Comment	Construction works are complete at Ysgol Penrhos and Ysgol Parc y Tywyn, with works complete at St John Lloyd (apart from works to sports pitch remaining). Construction works are progressing well and are on target at Ysgol Pontyberem and Ysgol Llangadog and a business case has been submitted to Welsh Government to support development at Ysgol Rhys Prichard. Works have also commenced at Ysgol Pum Heol.		
Service Head: Simon Davies	Performance status: On target		
Action	13129	Target date	31/03/2019
Action promised	We will develop and submit business cases for MEP school reorganisation and investment projects to the national 21st Century Schools Programme.		
Comment	Business case submissions are on target and in line with the Modernising Education Programme`s business case submission timeline.		
Service Head: Simon Davies	Performance status: On target		
Action	13130	Target date	31/03/2019
Action promised	We will decommission premises following the closure or amalgamation of schools.		
Comment	The decommissioning of the former Lakefield and Copperworks school buildings is complete and the decommissioning of the old Ysgol Parc y Tywyn school building is nearing completion. Partial decommissioning of Tremolet VC Primary School taking place.		
Service Head: Simon Davies	Performance status: On target		

ACTIONS - Theme: 3. Continue to improve learner attainment for all**Sub-theme: D. Workforce development and succession planning**

Action	13132	Target date	31/03/2019
Action promised	We will continue to support, challenge and improve the quality of leadership and its impact on improving provision and outcomes in collaboration with senior school leaders e.g. provision of Leadership Seminars and Networks.		
Comment	<p>A range of activities have continued to develop the bespoke nature of effective support for this action. We have maintained a focused on the individual nature and content of `bespoke support packages` in line with each school`s needs and National Support Category for the 2018-19 Academic Year.</p> <p>Supporting the quality of our school leaders has included additional work in the following areas:</p> <ol style="list-style-type: none"> 1. Implementation and evaluation of ERW Support Core Visits 1 / National Categorisation within school settings, with content focusing on: <ol style="list-style-type: none"> a) the school`s Leadership / Teaching and Learning performance and capacity to self-improve) b) progress reviews and evaluations of each school`s recommendations from the previous ERW visit c) review of progress against agreed actions within a cyclical programme (during Core Support Visits 2 and 3) 2. Commissioning of Senior Leaders to support ERW Challenge Adviser work (as `Commissioned Challenge Advisers`) continues to contribute effectively to the sharing of `good leadership practice` across many of our schools and support commissioned colleagues with valuable professional development training. This work is supported by regular in-house Team development meetings. 3. Ongoing opportunities for Middle and Aspiring Leader development through participation in the ERW leadership development programme 4. Informative and developmental `Leadership Seminars and Briefings for Senior Leaders and Governors` providing a focus on specific areas of strategic leadership and improvement in support of improving outcomes within our schools. 5. Ongoing commissioning of senior leaders in support of WG Grant funded packages e.g. Small and Rural Schools. 6. Implementation of E&C Scrutiny Panel School Visits 7. HT Seminar Presentations - `sharing effective practice` across all schools 8. Implementation of revised Newly Appt. HT Programme 		
Service Head:	Andi Morgan	Performance status:	On target
Action	13133	Target date	31/03/2019
Action promised	We will support Governors in their strategic leadership role through focused training and briefing activities, including the mandatory governor training programme.		
Comment	Training programme received well by governors. Ongoing monitoring.		
Service Head:	Andi Morgan	Performance status:	On target
Action	13134	Target date	31/03/2019
Action promised	We will further develop systems to support school improvement, including ongoing Professional Development and Performance Management provision for school staff.		
Comment	Additional grant funding for professional development received and devolved to schools. Support being provided to schools re spend.		
Service Head:	Andi Morgan	Performance status:	On target
Action	13135	Target date	31/03/2019
Action promised	Through the Swansea Bay City Deal we will ensure the Council aligns its educational curriculum with a menu of vocational opportunities to address local skills for work and routes to employability as well as developing learning pathways with Coleg Sir Gâr and University of Wales Trinity Saint David.		
Comment	Ideas have been presented to the newly convened Curriculum and Wellbeing Strategic Group. Regeneration colleagues have also engaged in the discussion, linking the City Deal to the emerging architecture of the new curriculum. This is to be taken further forward with Head teachers with greater momentum anticipated from April onwards when the new draft national curriculum is published for consultation.		
Service Head:	Aeron Rees	Performance status:	On target
Action	13136	Target date	31/03/2019
Action promised	We will review and encourage participation in governorship of schools.		
Comment	Ongoing support for schools and governors.		
Service Head:	Andi Morgan	Performance status:	On target
Action	13137	Target date	31/03/2019
Action promised	We will review all school pupil admission dates and age-ranges across the County.		

Comment	Continue to fully support the Early Years Education & Play Scrutiny Task & Finish Group.		
Service Head: Simon Davies	Performance status: On target		
Action	13138	Target date	31/03/2019
Action promised	We will review current specialist behaviour support services in the County with a view to decentralise and support bringing support services into mainstream provision by 2021		
Comment	Strategic group and task and finish groups working on developing and implementing the proposed Four Phase Model.		
Service Head: Aeron Rees	Performance status: On target		
Action	13139	Target date	31/03/2019
Action promised	We will continue to support partnership working with other providers of adult community learning through the Carmarthenshire Adult Community Learning Group		
Comment	Programme of meeting dates set for the next 12 months. New members invited to join the partnership.		
Service Head: Aeron Rees	Performance status: On target		

ACTIONS - Theme: 4. Reduce the number of young adults that are Not in Education, Employment or Training
Sub-theme: A. Youth Engagement & Progression Framework Actions

Action	13140	Target date	31/03/2019
Action promised	We will continue to deliver the six elements of the Youth Engagement and Progression Framework.		
Comment	Work is continuing with this action and is being fully implemented. New scenarios for managing this area of work towards the future is currently under review.		
Service Head: Aeron Rees	Performance status: On target		
Action	13141	Target date	31/03/2019
Action promised	We will implement the Actions identified in the self-assessment of the Youth Support Services against the National Participation Standards to increase participation which will contribute to improved service outcomes in terms of more effectively engaging those children and young people that are NEET.		
Comment	The Youth Support Service continues to implement identified actions in the self assessment to ensure that there is more effective engagement with those who are NEET. Children and young people are to attend the Youth Support Service Development Day in order to engage in a workshop around delivery of priorities 9(including those relating to NEET). Feedback from the workshop will be used to inform the YSS Operational Plan for 2019/20.		
Service Head: Aeron Rees	Performance status: On target		

ACTIONS - Theme: 4. Reduce the number of young adults that are Not in Education, Employment or Training
Sub-theme: B. European Social Fund projects

Action	12535	Target date	31/03/2020
Action promised	We will develop core services to support young people (15 – 25 yrs) who experience barriers to learning and employment due to a chronic condition.		
Comment	Positive progress still being made by the Cynnydd team. Project regarding three school leavers with complex needs established. This will provide us with a blue print for developing bespoke person centred packages for all those leaving school who cannot access traditional further education. Re-profiling of the Cam Nessa project has meant that the project has been extended and targets modified. Therefore we have a new post for those who are already NEET to work alongside Cynnydd which will be recruited to in March if approved.		
Service Head: Avril Bracey	Performance status: On target		
Action	13142	Target date	31/03/2019
Action promised	We will deliver the local elements of the Cam Nesa and Cynnydd European Social Fund (ESF) projects.		
Comment	Delivery continues and is on track. Staff contracts have been extended to 2022. Following the departure of the named officer, certain strategic duties have been re-allocated and the longer term arrangements are being considered currently.		
Service Head: Aeron Rees	Performance status: On target		
Action	13143	Target date	31/03/2019
Action promised	We will work together with secondary schools to support vulnerable young people and alternative curriculum provision from January 2019 to replace the services offered through the Cynnydd Project.		
Comment	This action is operational and officers continue to monitor progress.		
Service Head: Aeron Rees	Performance status: On target		

ACTIONS - Theme: 4. Reduce the number of young adults that are Not in Education, Employment or Training**Sub-theme: C. Carmarthenshire 11-19 Education Strategic Review**

Action	13144	Target date	31/03/2019
Action promised	We will implement the 20 recommendations of the Carmarthenshire 11-19 Education Strategic Review.		
Comment	Progress towards the 20 recommendations has been recently re-assessed. This is being captured in an update paper to go through the corporate process.		
Service Head:	Aeron Rees	Performance status:	On target
Action	13145	Target date	31/03/2019
Action promised	We will deliver literacy, numeracy, digital literacy and English for speakers of other languages (ESOL) courses for Carmarthenshire residents and in-comers to the County.		
Comment	classes for 18-19 continue to recruit well.		
Service Head:	Aeron Rees	Performance status:	On target

ACTIONS - Theme: 4. Reduce the number of young adults that are Not in Education, Employment or Training**Sub-theme: D. Carmarthenshire Curriculum Review**

Action	12540	Target date	31/03/2022 (original target 31/03/2018)
Action promised	We will ensure that Community resilience will be a key objective of the Learning Disability day service transformation plan. This will include new models for service delivery.		
Comment	First community hub project group has been established in Ammanford with partners in Leisure, Mental Health and 3rd sector. Restructure proposal has been developed in conjunction with HR, this now needs agreement from DMT to move forward to consultation phase. Initial discussions have taken place re scoping possibilities for social enterprises within existing services.		
Service Head:	Avril Bracey	Performance status:	On target
Action	13146	Target date	31/03/2019
Action promised	We will work with partners to develop further opportunities for apprenticeships within the County.		
Comment	A wide offer of academic and vocational learning pathways are being pursued via 14-19 networks. Discussions with Coleg Sir Gar continue to be positive.		
Service Head:	Aeron Rees	Performance status:	On target

ACTIONS - Theme: 5. Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of**Sub-theme: A. Preventing Poverty**

Action	13150	Target date	31/03/2019
Action promised	We will continue to work towards addressing the childcare gaps identified in our most recent Childcare Sufficiency Assessment (2017-2022) in order to ensure that the Local Authority fulfils its statutory childcare sufficiency duty, and local parents/carers are supported to balance their working and caring responsibilities.		
Comment	Leaflets, posters etc. have continued to be distributed in targeted areas of unmet need in order to try and attract potential new childminders. A radio advert was aired on radio Carmarthenshire at the end of December to promote childminding as a potential career opportunity. An advert was also published in the Llanelli Star, Carmarthen Journal and the Ammanford Guardian during December to further promote childminding. A total of 5 drop in sessions have been facilitated in Morfa and Felinfoel Family Centres and Llwynhendy Integrated Children's Centre. 3 Childminder Briefing sessions including 1 to 1 briefings have been held during Oct- Dec with a total of 6 attendees, 3 from the targeted areas. All of the 7 candidates who have attended the CYPOP5 course in Sept passed the exam in October. Application support has been given to post CYPOP5 candidates, within arranged sessions and on an ad hoc basis to smaller groups and also on an individual basis. There has been 3 new childminder registrations during quarter 3 and a further 3 registrations are imminent. There has been 1 de-registration during Quarter 3. There are currently 103 registered childminders within Carmarthenshire with a total of 733 registered childcare places.		
Service Head:	Stefan Smith	Performance status:	On target

ACTIONS - Theme: 5. Tackle poverty by doing all we can to prevent it, help people into work and improve the lives of
Sub-theme: C. Improving the lives of those living in poverty

Action	13159	Target date	31/03/2019 (original target 30/09/2018)
Action promised	We shall implement the School Holiday Enrichment (Holiday Hunger) Programme (SHEP), supporting families and children during school vacations to cook healthy meals, particularly aimed at pupils eligible for Free School Meals.		
Comment	SHEP successfully operated in the 4 schools as planned. Work in process to gather information for WLGA, lessons learnt, questionnaires from pupils, parents, staff etc to improve upon in moving forward for next year. Hopefully 4 schools will receive funding next year also. At present no Shep coordinator to move forward in the New Year. To be discussed in Departmental Management Team.		
Service Head: Simon Davies	Performance status: On target		

ACTIONS - Theme: 8. Help people live healthy lives (tackling risky behaviour & Adult obesity)
Sub-theme: B. Physical Activity

Action	13197	Target date	31/03/2020
Action promised	We will ensure best use is made of school facilities to support wider community activity		
Comment	All Modernising Education Programme developments include facilities to support wider community use and activity and when developing proposals, project officers actively consult with stakeholders to ensure best use is made.		
Service Head: Simon Davies	Performance status: On target		

ACTIONS - Theme: 9. Support good connections with friends, family and safer communities
Sub-theme: A. Continue to develop & implement how we provide info, advice & assistance across social care serv

Action	13203	Target date	31/03/2019
Action promised	We will continue to develop and improve how Children's Services provide information, advice and assistance (IAA) to support families, ensuring information is easily available, accurate, accessible in different formats and progress links to the Dewis Directory of services		
Comment	<p>The Family Information Service website is reviewed on a regular basis to ensure information is up-to-date and accurate. Content Editors of the FIS website have attended further training/refresher days in November. All editors receive a full google analytic report each month showing how their individual pages are performing. FIS website hits continue to grow. The number of website 'sessions' and 'users' have increased significantly – with 11,674 sessions in a 3 month period. This is double the number of sessions in comparison to 2017 statistics. The number of enquiries through the FIS website and Social Media continues to increase with 17% of monthly enquiries through the website and 13% via Social Media.</p> <p>Dewis Cymru will start work on the National FIS Wales website early in the New Year. The Welsh Government have agreed to fund the development of the new FIS Wales website. It will be a portal to direct families and professionals to local FIS websites and make the FIS more accessible.</p> <p>The Family Information Service and Dewis have been promoted at the following outreach events; Transition Roadshow Ysgol Heol Goffa, Ammanford Job Fairs, the Working Together Group, the Childcare Offer Briefing Event, the Youth Conference and CETMA Information & Advice Event.</p> <p>The FIS team use the new Dewis database to record all enquiries, making use of the resources within the Dewis directory and producing analytic enquiry reports. The FIS continue to attend regular meetings with Dewis Cymru and are working closely with Dewis to develop the childcare training module which will be available early next year.</p> <p>We have also reviewed and updated the Corporate website for Disability and Autism, taking a through age approach in line with our service configuration/referral pathways, in consultation with families. Further consultation is taking place in January and will go live in February. This clearly signposts to FIS/Dewis for more information and to Central Referral Team for referrers.</p>		
Service Head: Stefan Smith	Performance status: On target		