



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

Filtered by:

Organisation - Carmarthenshire County Council

Department - Education & Children

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	13	13	0	0	N/A	0	100%	82%
	Measures	9	5	3	0	1	0	56%	
D. People in Carmarthenshire fulfil their learning potential	Actions	34	33	1	0	N/A	0	97%	80%
	Measures	27	16	11	0	0	0	59%	

Performance against Target

E. People who live, work and visit Carmarthenshire are safe and feel safer	Actions	12	12	0	0	N/A	0	100%	83%
	Measures	12	8	4	0	0	0	67%	
G. Carmarthenshire has a stronger and more prosperous economy	Actions	1	1	0	0	N/A	0	100%	67%
	Measures	2	1	1	0	0	0	50%	
Overall Performance	Actions and Measures	110	89	20	0	1	0	81%	



On target

Off target

Not available



Report B



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Corporate scrutiny - at End of Year 2015/16

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		End Of Year: 79.8	Target: 80.0 Result: Not available	Target: 80.0 Result: 73.8	Target: 80.0 Result: 73.6	Target: 80.0 Result: 70.4 Calculation: (331÷470) × 100
Comment	Children have to be registerd on a termly basis, therefore may have registered in the previous term but on this time. This result is based on data as at the end of Jan – March term and unfortunately it remains off target. We have seen a significant drop in numbers eligible to register but this is mainly due to low birth rate numbers and therefore out of our control.						
Remedial Action	The childcare coordinator continues to work closely with the childcare settings to ensure children registered are attending regularly. They are also work closely with health visitors to ensure that eligible children are registered to take up the free childcare.						

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 9.1.8.1	Not applicable		End Of Year: 77	Target: 75 Result: Not available	Target: 75 Result: 75	Target: 75 Result: 79	Target: 75 Result: 79 Calculation: (12803÷16199) × 100	
Comment	The end of year result has exceeded the anticipated target.							
Remedial Action	We are implementing a new attendance policy and working alongside childcare providers to monitor and maintain attendance rates in the future.							
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		End Of Year: 18	Target: 23 Result: Not available	Target: 23 Result: 18	Target: 23 Result: 18	Target: 23 Result: 17	
	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 by Welsh Government. For 2015/16 it was set at a maximum of							

Comment	23 due to the continued expansion (with a 10% allowable variance). Unfortunately staff shortages due to sickness, maternity and difficulties in recruiting qualified health visitors (a national issue) meant we were unable to accept further outreach referrals.
Remedial Action	The health visitors try to work on a maximum ratio of 110 children to 1 health visitor and therefore due to current staffing levels we are unable to accept further outreach referrals. Unfortunately a couple more health staff are due to leave soon which means it may get worse before improving. Despite the current National shortage of health visitors we are trying to appoint new staff and will be shortly holding a recruitment event to try and attract interest. Welsh Government are being kept informed of the situation.

Service Head: Stefan Smith	Performance status: Off target	☒
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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			End Of Year: 90	Target: 90 Result: Not available	Target: 90 Result: 97	Target: 90 Result: 97	Target: 90 Result: 96 Calculation: (75÷78) × 100

Comment	An excellent result and better than we had anticipated.
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Remedial Action	We 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.
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Service Head: Stefan Smith	Performance status: On target
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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	End Of Year: 100	Target: 100 Result: Not available	Target: 100 Result: 100	Target: 100 Result: 100	Target: 100 Result: 100 Calculation: (2132÷2132) × 100	
Comment	We are pleased to have maintained this target for the third 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
% of Flying Start children fully immunised at 47 months 9.1.8.5	Not applicable		End Of Year: 82	--	--	--	Target: 78 Result: Not available
Comment	Will be available when Statistical Release is published in July 2016						
Remedial Action	Will be available when Statistical Release is published in July 2016						
Service Head: Stefan Smith			Performance status: Result not available				
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 families with additional social	Not applicable		End Of Year:	Target:	Target:	Target:	Target:

welfare needs linked to poverty, living in a Flying Start area receiving time specified interventions from the wider Flying Start Team 9.1.8.6		95	93 Result: Not available	93 Result: 96	93 Result: 96	93 Result: 96 Calculation: (338÷351) × 100	
Comment	We are pleased to have exceeded the target especially with a 25% increase in referrals.						
Remedial Action	We 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
The number of children aged 0-4 in Carmarthenshire benefitting from the intensive Flying Start service provision 9.1.8.7	Not applicable		End Of Year: 1671	Target: 1800 Result: Not available	Target: 1800 Result: 1635	Target: 1800 Result: 1602	Target: 1800 Result: 1570
Comment	We have had staff shortages due to sickness, maternity and difficulties in recruiting qualified health visitors which is a national issue. We have therefore been unable to uplift any further caseloads to increase the capacity number. We are currently liaising with Flying Start Management Board & Welsh Government to resolve this issue.						
Remedial Action	We currently do not have the capacity for further caseloads as the health visitors work on a ratio of 110:1 and a further two health staff who have handed their notice are due to leave soon which means it may get worse before improving. Despite a National shortage of health visitors, we are trying to appoint new staff and will be shortly holding a recruitment event to try and attract interest. Welsh Government are being kept informed of this situation.						

Service Head: Stefan Smith	Performance status: Off target	■
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Report B



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Corporate scrutiny - at End of Year 2015/16

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 had a remit this year (2015/16) to further expand the service to provide services to a further 178 children on top of the 'Capacity' target of 1654, bringing the total to 1832 children, able to benefit from the early intervention services. The mapping of expansion areas has been undertaken (there was an expectation that no new areas are expanded into, but rather refining boundaries of existing areas). The redefining and planning for extending boundaries work is continuing with analysis being undertaken on LSOA (Lower Super Output areas) to support the Income Benefit data supplied by Welsh Government. Analysis and data has been gathered in respect of potential new areas, research undertaken and a number of postcode areas identified at the preliminary stages. Further detailed work is required to effectively plan the handover of Health Visitor caseloads from our partners, Hywel Dda Health Board and Welsh Government, before formal handover of caseloads can be progressed.</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. A Data Performance Officer was appointed in the Autumn. The final management tier of Parenting Coordinator was advertised in March with interview in April. A Childcare Support Officer has been appointed and due to start in post in April.</p> <p>The Capital programme is progressing. A new childcare facility within the newly refurbished Burry Port Community Primary School, is complete. A new portacabin modular unit in Dafen primary School has also been built. For both of these venues, a competitive tender procurement exercise was undertaken on Sell2Wales, panel assessments took place during November, and two contracts have been awarded to two nurseries who will run the facilities. CSSIW (Care and Social Services Inspectorate for Wales) registration has been</p>		

<p>submitted and is waiting formal sign-off to ensure all compliance criteria is met. It is planned that both venues will be open to children from July to enable them to settle in and a full cohort of children will take up services from September 2016.</p> <p>In addition to these two completed schemes, we were 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 were completed during the summer 2015. A further small scheme allocation of funding was awarded during the Autumn 2015 for further minor improvements to the outdoor play areas of Argel Family Centre and the Integrated Childrens Centre in Llwynhendy which was completed before the end of March.</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 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. Unfortunately one Cylch Meithrin has closed during this period due to financial challenges.</p>	
<p>Service Head: Stefan Smith</p>	
<p>Performance status: On target</p>	
<p>Action</p>	<p>11703</p>
<p>Target date</p>	
<p>31/03/2016</p>	
<p>Action promised</p>	<p>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</p>
<p>Comment</p>	<p>Dinefwr Child Care Team (DCCT) has been operating a systemic "Pod" approach since Sept 2015, West Child Care Team (WCCT) will begin to implement it in April 2016. Carmarthen Child Care Team (CCCT) and East Child Care Team (ECCT) are scheduled to follow suit in a phased approach during the year so that it is in operation in all 4 childcare teams by the end of 2016.</p> <p>Lessons learnt from the approach in DCCT are informing arrangements for WCCT. DCCT found that the approach works best if caseloads for each Pod are a manageable size. To this end DCCT has added a 5th Pod for Next Step (leaving care). The other 3 childcare teams are looking at their caseloads to identify any cases that should be "stepped down" to TAF or other preventative services.</p> <p>Alongside the practical changes in terms of grouping staff into Pods and bringing Family Support Workers (FSWs) into each team the role of the admin workers has also been adapted with them playing a much more proactive role in each Pod and undertaking tasks such as arranging meetings and setting up arrangements for contact to allow practitioners to focus on practice. Whilst some admin staff have found this challenging nevertheless they are making a valuable contribution to the Pods.</p> <p>The approach also requires staff to use systemic techniques. Therefore the team managers and seniors have begun a 2 year programme of training consultations in systemic principles and practice with tutors from the Family Institute, University of Wales Pontypridd. The</p>

<p>sessions take place in Carmarthen. There will be 6 this year and another 6 next year.</p> <p>The systemic approach is strengths based and person centred so fits well with the Social Services and Well-being (Wales) Act (SSWB Act) and the 'Signs of Safety' model that is being used by the assessment teams and the conferencing service.</p> <p>To assist families to identify and articulate their desired outcomes DCCT is using the Outcome Star. This tool will be used by each childcare team as it adopts the systemic approach. The Outcome Star together with the scaling of strengths and risks in each case that is undertaken in the weekly discussion will provide a way of identifying movement and change.</p>	
<p>Service Head: Stefan Smith</p>	
<p>Performance status: On target</p>	
<p>Action</p>	<p>11704</p>
<p>Target date</p>	
<p>31/03/2016</p>	
<p>Action promised</p>	<p>We will develop Phase 5 of the Team Around the Family (TAF) approach across the county for 0-25 year olds</p>
<p>Comment</p>	<p>Progress has been made in developing the TAF model in Carmarthenshire. A Central TAF Support Team consisting of a TAF Manager and 3 TAF System Co-ordinators (2 x Birth to 16 years and 1 x 16 to 25 years) has been in place since April 2015 charged with facilitating the implementation and roll-out of the TAF Model across Carmarthenshire. TAF System Co-ordinators have allocated schools, agencies and operational areas with whom they liaise to provide support, advice, guidance and training in TAF systems and processes. An on-going training and support programme continues to be implemented, including TAF Key Worker Training and sessions on effective engagement, assessment and planning. Extensive TAF Awareness Training has been undertaken by TAF System Co-ordinators with a diverse 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. TAF System Co-ordinators are supporting external/universal services' staff with completion of the JAFF with a long-term vision of a 'business as usual' TAF approach. 476 requests for support were received from April to March 2015/16 resulting in 285 TAF cases. There has been a significant increase in requests directly from parents/carers and Health Visitors and other Primary Health Care professionals such as GPs and Paediatricians. Interface protocols between TAF and Children's Social Services, Flying Start and Youth Offending are being piloted. TAF 16 to 25 systems continue to be developed by a Development Group and correlation between 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 cases in the 16 to 25 age group have increased. The TAF Launch successfully took place on 17th November at Parc y Scarlets and was officially opened by Councillor Gareth Jones our Executive Board Member for Education & Children's Services. The event was well attended by over 300 professionals from a wide range of backgrounds. FF commissioned projects and external family support agencies showcased their services and this was very positively received with</p>

	<p>requests from professionals for similar networking opportunities in the future. The TAF website, incorporating pages for parents and carers, children and young people, and professionals was also launched.</p> <p>Roll-out operations will continue until 30 September 2016. By this time it is hoped that the future direction of Preventative and Early Intervention initiatives/programmes in Wales will be known and an appropriate exit strategy/transition strategy will be identified and implemented to March 2017 and beyond.</p>		
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 14 newly commissioned projects have been in operation for one year, providing support to children, young people and families across Carmarthenshire. The projects are utilising the new processes and systems (Joint Assessment Family Framework (JAFF) and Team Around the Family (TAF)). Families are asked to complete the distance travelled tool within the JAFF to help identify their needs at initial assessment and to evidence whether the family is 'better off' as a result of the intervention i.e. the distance travelled at the end of intervention. Approximately 75% of families showed a positive forward movement following intervention. The most frequently scored domains at initial assessment were:</p> <ul style="list-style-type: none"> - Family history - Social & Community - Income - Mental Health - Behaviour - Emotional and social - Setting routines <p>The Families First SNAP survey results were very positive, 99% said that they would recommend the service to others.</p> <p>A Training Needs Assessment was carried out and a training programme was developed and delivered by the Educational Psychologists. Courses included - Awareness of Common Developmental Difficulties in children and young people, Awareness of Autistic Spectrum Disorder and Difficulties, and Building Resilience in children, young people and families.</p> <p>The Families First grant will be cut by 12% next financial year. A Families First Extraordinary Management Board meeting was held to discuss how the cuts will be implemented. The suite of 14 commissioned projects will remain, however, the service delivery will reduce across the board. Projects have been informed of their allocation for next financial year and new Contracts and Service Level Agreements</p>		

have been drawn up. This was a challenging exercise due to the late notification from Welsh Government and the level of the cut. The Welsh Government have introduced guidance allowing the four poverty programmes (Families First, Flying Start, Community First and Supporting People) to vire up to 5% funding between each programme in October 2016.

Service Head: Stefan Smith

Performance status: On target



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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	<p>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.</p> <p>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.</p>						

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



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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	



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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	11709	Target date	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>As part of the Mid and West Wales Collaborative Children`s Services Programme Board (in light of the Social Services and Well-being Wales Act (SSWBA)) we have taken forward a review of how we provide Information, Advice, Assistance and access to our services for children and families. Children Services Task and Finish Group amalgamated with Adult Services in order to achieve the tasks in relation to all Social Care Services. The Institute of Public Care (IPC) were appointed as a result of the tender through procurement for an agency to undertake the following:</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>A Focus Group involving parents of young children to fed in to the consultation process. IPC completed the evaluation report in January 2016. The report identified gaps in local arrangements and proposed areas for strategic focus across Mid and West Wales. It also provided a basis for developing a delivery plan for the region as phase 3 of the project that was to be discussed at the Regional Programme Board. The evaluation report states that Councils (in the region) are broadly meeting minimum requirements set out in the code of practice,</p>		

	and are therefore compliant with the SSWBA. The next stage is to develop a delivery plan with a focus on:		
	Workforce Performance Public Engagement Citizens Data Quality		
Service Head: Stefan Smith		Performance status: On target	
Action	11710	Target date	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	We continue to work with our housing partners. We do not have any young, vulnerable people in bed and breakfast and have developed services alongside supporting people to ensure that this is sustainable. This work will continue as part of the supporting people working group. Time out has been taken to reconsider wider needs in relation to vulnerable people and to reconsider service delivery models.		
Service Head: Stefan Smith		Performance status: On target	
Action	11711	Target date	31/03/2016
Action promised	We will improve transition between Children's Services and Adult Services to include Education, Careers and Health, ensuring that young people and their families are at the centre of plans for the future		
Comment	<p>We have undertaken a restructure within the Transition Team. We have created the Social Work Assistant post to replace the outdated key worker roles within the team. This ensures the post is aligned to Children's Services.</p> <p>We have also consolidated the management structure to retain an Assistant Team Manager and Team Manager to oversee the team.</p> <p>The team are in the process of transferring a number of young people now aged 24 and 25 to the adult long term teams. This will help create the additional capacity needed to meet the demand of the young people coming into the service. This year, the team will also focus on developing the information they give to young people and their families.</p> <p>A working group has been re-established to work with Coleg Sir Gar and Careers Wales to consider the recommendations of the Unlocking the Potential Report. Wherever possible disabled young people will stay in Carmarthenshire to receive their further education.</p>		

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

Service Head: Stefan Smith

Performance status: On target



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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		Target date	
	11715		31/03/2016
Action promised	We will consider opportunities for European funding to develop services for vulnerable children and young people		
Comment	<p>There are currently no new European funding opportunities available.</p> <p>The “LEADER” Programme has been launched and opportunities are currently being explored to further develop affordable childcare within Carmarthenshire, in line with the gaps identified in Carmarthenshire’s Childcare Sufficiency Assessment. LEADER is funded through the Rural Development Plan for Wales (2014-2020), and is designed to get local people, businesses and communities involved in delivering sustainable, yet innovative solutions to address some of the economic, social and environmental challenges facing rural areas.</p> <p>A number of childcare related Expression Of Interests were submitted in January 2016 by external organisations/ charities and are currently pending. If successful these will continue onto the second stage – business planning.</p>		
Service Head: Stefan Smith		Performance status: On target	
Action		Target date	
	11716		31/03/2016
Action promised	We will review the way we allocate services to disabled children and their families to ensure that our processes are aligned with adult social care for continuity of provision and we are making the best use of our available resources by providing a service based upon need		
	We have undertaken a review of our activity with the Institute of Public Care. This has determined whether our systems and processes		

Comment	support us to make the best use of our available resources for disabled children and their families. This will inform our business planning for the coming years to ensure that children and families get what they need, when they need it. We will consult with families and other stakeholders as part of this process.		
Service Head: Stefan Smith	Performance status: On target		
Action	11718	Target date	31/03/2016
Action promised	We will develop a multi agency action plan to implement the recommendations of the Autistic Spectrum Disorder (ASD) Position Statement developed by the People and Work Unit		
Comment	The ASD steering and stakeholder groups have continued to meet throughout 2015/16. An interim action plan has been developed and we have been implementing this. Welsh Government have launched their refreshed all Wales strategy which is out for consultation. Once the document is finalised we will develop a local action plan to implement Welsh Government strategic priorities. Whilst awaiting the Welsh Government strategy a great deal of work has continued in Carmarthenshire to raise awareness, offer information and support and develop services. Carmarthenshire continues to be a member of the all Wales ASD Lead's forum and has had a key role in helping to develop initiatives and drive the agenda forward both locally and nationally.		
Service Head: Stefan Smith	Performance status: On target		
Action	11719	Target date	01/06/2016 (original target 31/03/2016)
Action promised	We will develop and publish information for disabled young people and their families about our services		
Comment	Leaflets, pop ups and information booklets have been produced for Camau Bach, Giant Steps and there is a range of Autistic Spectrum Disorder (ASD) information available. The short break statement has been produced and is currently being updated. A series of parents workshops have been developed and delivered on a range of topics including social stories, ASD awareness, managing behaviour. A quarterly newsletter is produced for parents.		
Service Head: Stefan Smith	Performance status: On target		



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

ACTIONS - Theme: C. People in Carmarthenshire are healthier			
Sub-theme: C7 Reducing drug and alcohol misuse			
Action	11308	Target date	31/03/2016 (original target 31/03/2015)
Action promised	We will review our Substance Misuse Service alongside Integrated Family Support Team (IFST) to ensure they are effective		
Comment	<p>We have undertaken a pilot with the Integrated Family Support Team (IFST) this year. A senior practitioner from IFST worked across both teams, holding cases of parents with substance misuse problems.</p> <p>This approach has seen many benefits, the teams are now jointly screening all cases to avoid duplication and ensure that cases are managed by the appropriate service. The co-location and sharing of practice between teams was seen as positive by the staff and options for arrangements between the teams will be considered in the future.</p> <p>Within Adult Social care a review is underway which includes a management realignment. This will give us the opportunity to consider whether further collaboration across departments and teams would be beneficial.</p>		
Service Head: Stefan Smith	Performance status: On target		



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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 4.3.1.7	Not applicable		End Of Year: 46	Target: 101	Target: 394	Target: 394	Target: 394
				Result: 101	Result: 394	Result: 394	Result: 394
Comment	Targets were 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 in Qtr 2 above, with no further closures in Qtr 4.						
Remedial Action	None required at this time.						
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 1	Quarter 2	Quarter 3	End of Year

Percentage of schools graded as "Good" or "Satisfactory" for school building condition 4.3.1.8	Not applicable	End Of Year: 53	--	--	--	Target: 55 Result: 55 Calculation: (64÷116) × 100	
Comment	This PI is on target and has improved compared to the previous year's result. Three Secondary school building's grades have improved; Dyffryn Aman and Bro Dinefwr due to construction projects being completed and Strade due to completion of a refurbishment project.						
Remedial Action	Continue to work to improve the condition of school buildings.						
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 1	Quarter 2	Quarter 3	End of Year
Percentage of pupils in schools maintained by the Authority in the previous summer achieving 5 or more GCSE's at grades A*-C or the vocational equivalent 5.0.2.2	Not applicable		End Of Year: 84.7	--	--	--	Target: 87.4 Result: 87.0 Calculation: (1715÷1972) × 100
Comment	This PI is off target but has improved by 2.3 percentage points compared to the previous year. Increased challenge and monitoring of performance in schools resulted in the best results ever for the Local Authority.						
Remedial Action	The School Improvement team will continue to challenge and support schools' and monitor performance throughout the academic year in order to meet pupil, school and LA targets.						
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
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). 5.0.2.3	Not applicable		End Of Year: 98.6	--	--	--	Target: 99.0 Result: 98.1 Calculation: (666÷679) × 100
Comment	This PI is off target and has slightly declined compared to the previous year. The Welsh average also declined this year and the LA's relative ranking in Wales actually improved two places to 4th. Additional challenge and support to schools continues to impact effectively on performance in general with each cohort's individual profile taken into context.						
Remedial Action	The School Improvement team will continue to challenge and support schools' and monitor performance throughout the academic year in order to meet pupil, school and LA targets.						
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 15/16 year olds achieving the `core` subject indicator. Those pupils achieving at least grade C in GCSE English or Welsh, Mathematics and Science in combination 5.0.2.6	Not applicable		End Of Year: 56.14	--	--	--	Target: 60.00 Result: 58.22 Calculation: (1148÷1972) × 100
Comment	Although significantly improved from previous years, we did not meet our target. Two schools failed to achieve expected targets set by the authority.						

Remedial Action		Local Authority Intervention Boards implemented with increased support and challenge now in place in both schools failing to achieve their expected targets.					
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
The percentage of pupils eligible for assessment at the end of Foundation Phase, in schools maintained by the local authority, achieving the Foundation Phase Indicator, as determined by Teacher Assessment. 5.0.2.9	Not applicable		End Of Year: 84.1	--	--	--	Target: 88.7 Result: 86.8 Calculation: (1811÷2087) × 100
Comment	This PI is slightly off target, however the performance achieved represents an increase of 2.7 percentage points on the previous year's performance and the Local Authority's best result to date.						
Remedial Action	The School Improvement Team will continue to support and challenge all schools with regard to increased outcomes at the end of the Foundation Phase. National arrangements to support accuracy of Teacher Assessment have been implemented and will continue to support work in our schools.						
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 pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment EDU/003	88.2	86.2	End Of Year: 87.4	--	--	--	Target: 88.7 Result: 88.2 Calculation:

							$(1637 \div 1855) \times 100$
Comment	The result is off target but has improved by 0.8 percentage points compared to the previous year from 87.4% to 88.2%. The performance achieved represents the Local Authority's best result to date and continues our ongoing upward trend.						
Remedial Action	The School Improvement Team will continue to support and challenge all schools with regard to increased outcomes at the end of the Key Stage 2. National arrangements to support accuracy of Teacher Assessment have been implemented and will continue to support work in our schools.						
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 pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment EDU/004	84.1	82.0	End Of Year: 84.5	--	--	--	Target: 86.5 Result: 85.1 Calculation: $(1668 \div 1960) \times 100$
Comment	This PI is slightly off target, however, the result achieved represents an increase of 0.6 percentage points on last year's performance. The result is also the highest recorded by the Local Authority, continuing our upward trend since 2011 (68.4%), an increase of 16.7 percentage points.						
Remedial Action	The School Improvement Team will continue to support and challenge all schools with regard to increased outcomes at the end of the Key Stage 3. National arrangements to support accuracy of Teacher Assessment have been implemented and will continue to support work in our schools.						
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 school days lost due to fixed-term exclusions during the academic year, in: a) Primary Schools EDU/010a	Not applicable	End Of Year: 0.008	--	--	--	Target: 0.007 Result: 0.015 Calculation: (334÷2217870) × 100	
Comment	This PI is off target and has declined compared to the previous Academic year. Disappointingly there has been a large increase in the total number of days pupils were excluded from Primary Schools during Academic year 2014/15; 334 days compared to 174.5 days the previous year. The number of schools utilising the exclusion process is no greater than last year but four schools have recorded about 50% of the total. When this is taken into account the county picture is neutral compared to last year. During 2013/14 no primary school recorded more than six incidents. Unfortunately this year four schools had significant difficulties with a small number of pupils leading to an increased exclusion rate.						
Remedial Action	The Behaviour Services Manager will work closely with schools to identify potential areas of concern.						
Service Head: Gareth Morgans			Performance status: Off target			<input type="checkbox"/>	
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 school days lost due to fixed-term exclusions during the academic year, in: b) Secondary Schools EDU/010b	Not applicable		End Of Year: 0.039	--	--	--	Target: 0.037 Result: 0.039 Calculation: (722÷1849080) × 100
	This PI is off target but has remained constant compared to the previous Academic year. There has been a						

Comment	<p>decline of 10.5 days in the total number of days pupils were excluded from Secondary Schools during Academic year 2014/15; 722 compared to 730.5 days the previous year. However, there was also a drop of 114 in Secondary School pupil numbers compared to the previous year and hence the lower denominator, which accounts for the calculation and result remaining constant.</p> <p>Whilst the total number of days lost to exclusions this year is very similar to last year the overall pattern has changed considerably. Glan Y Mor has consistently recorded one of the highest figures over the last five years. However, this year the school is the third lowest in the county. Only five other schools have been able to maintain lower or similar figures to last year whilst a further five schools have posted significant increases, and the Headteacher at Bro Myrddin has not excluded a single child.</p>						
Remedial Action	The Behaviour Services Manager will work closely with schools to identify potential areas of concern.						
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
Average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the local authority EDU/011	558.2	533.8	End Of Year: 579.8	--	--	--	Target: 599.0 Result: 580.3 Calculation: 1144296.5÷1972
Comment	This Pi is off target but has improved on the previous years result. This result is the best ever result for the Local Authority and is due to an increase in rigour of tracking and challenge from the Local Authority and ERW Consortium (Education through Regional Working).						
Remedial Action	The School Improvement team will continue to challenge and support schools' and monitor performance throughout the academic year in order to meet pupil, school and LA targets.						
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 pupils aged 15 at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics EDU/017	59.5	55.1	End Of Year: 58.7	--	--	--	Target: 61.1 Result: 61.1 Calculation: (1205÷1972) × 100
Comment	This PI is on target and has improved compared to the previous year. This represents a strong improvement of over 4% from the previous year and for the first time the Authority's schools have passed through the 60% barrier. Numerous challenge, support and intervention strategies implemented by the School Improvement Team working in partnership with senior leaders in schools (including targeting specific departmental performance) have contributed greatly to this success.						
Remedial Action	Two schools need to further improve their performance. Intervention from the School Improvement Team is in place and the current outlook for Academic Year 2015/16 is good.						
Service Head: Gareth Morgans			Performance status: On target				



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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	Construction work progressing well and remains on target for completion and full occupation by September 2018.		
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	The Authority took ownership of the New school Building on Monday 22nd February 2016		
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.		

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	Scheme completed and on target. School open to pupils on 23 February 2016. http://newsroom.carmarthenshire.gov.uk/news-archive/2016/03/carreg-hirfaen/#.Vw31ussUXcs		
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	Construction Programme Complete Official Opening took place on Monday 7th December 2015		
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	Construction progressing well on site for phase 1 works on the new science block extension.		
Service Head: Gareth Morgans		Performance status: On target	

Action	11627	Target date	31/03/2016
Action promised	We will commence construction on the Seaside Project, subject to business case approval by Welsh Government		
Comment	Business case has been approved and Statutory consultation has been completed. Contractor started on site 22nd February 2016. Anticipated completion date: August 2017. Anticipated Occupation date: September 2017 or April 2018 TBC		
Service Head: Gareth Morgans		Performance status: On target	
Action	11628	Target date	28/02/2016 (original target 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	This target has not been achieved. 2015 saw a reduction, from 91.8% to 85.25%, in the % of learners who transferred from Welsh-medium and bilingual primary schools to Welsh-medium secondary schools. This was disappointing however we have no direct control over pupil/parent preferences.		
Remedial Action	<ol style="list-style-type: none"> 1. Promote the value of a bilingual education. 2. Launch of Codi Caerau- our social use of the Welsh language charter. 3. Develop resources to support conversations between schools and parents- FAQs, posters, promotional materials 4. Review our WESP and consider this aspect of performance in greater depth. 5. Work with partners on improving this outcome- schools. Forum, voluntary sector. 		
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		
	Progress within this target area has been highly effective and successful. The initial development of 'Western Hub Working' has matured greatly as a model across a range of key activities and provision areas in support of regional working. Collaboration between the Carmarthenshire and Pembrokeshire School Improvement Teams has strengthened with both Teams contributing to each others provision and performance in valuable ways e.g. sharing of Challenge Adviser expertise to support specific needs, sharing of good practice via school-to-school and officer activities, strengthening regional working and practice through both Hub Strategic and		

Comment	Training Meetings etc. Our involvement within ERW to support standards and learning opportunities for all Carmarthenshire learners has moved at a pace. Numerous officers are linked directly to key aspects of its work. Such activity has provided us with the opportunity to ensure an influence and positive outcome on ERW's work across the LA. The scene is now set to take this model on further as we face new challenges within a range of areas e.g. curriculum change, focus on specific groups of learners etc.		
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	Progress against this target has fluctuated throughout the year with the percentage of schools within each Estyn Follow-up Category as follows (based on the 20 schools inspected): Local Authority Monitoring: 1% improvement (16% to 15%) Estyn Monitoring - 7% improvement (47% to 40%) Schools in need of Significant Improvement - 10% (2 schools) of our schools were placed in this category but have now been successfully removed. It is most pleasing to record that the percentage of schools recognised as 'Sector Leading' has increased from 5% to 15% in comparison with the 2013-14 Academic Year.		
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	Overall, the proportion of schools placed in a Green or Yellow category across Carmarthenshire is 8% higher as compared to 2014-2015. At 77%, well over three quarters of our schools are now in a Green or Yellow category. The proportion of Green schools in Carmarthenshire has increased by 2% as compared to 2014-2015. The greatest improvement in 2015-2016 has been in the number of schools moving from Amber to Yellow. There are 77 green/yellow primary schools and 10 green/yellow secondary schools.		
Service Head: Gareth Morgans		Performance status: On target	
Action	11667	Target date	31/03/2016 (original target

			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 earlier in the year and considered the current financial position it was 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 was therefore 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. The Position Statement has been agreed and will be shared with schools.		
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		
Comment	Carmarthenshire are working closely with Ceredigion to further develop and enhance the Admissions system on Teacher Centre. Carmarthenshire aims to adopt this system during 16/17.		
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	No further progress at this point in time. Other actions within the section have taken priority and resources.		
Remedial Action	This will form a new Action to be progressed during 2016/17.		
Service Head: Gareth Morgans		Performance status: Off 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 in hand 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		
Comment	<p>Progress against this target has evolved successfully throughout the year. Its implementation has been ongoing via school ERW Core Visits 1 and 2 (ERW Challenge Advisers), discussion/presentations at Headteacher meetings and Seminars, examples of sharing `Good Practice` and increasing elements of `school-to-school` collaboration and intervention. Specific numeracy and literacy provision has been effectively provided by our team of Associate Challenge Advisers. This activity and its bespoke element of support has impacted beneficially on our provision and leadership of these key areas within our schools.</p> <p>Teacher assessment for reading and numeracy Results for Academic Year 2014/15 across Key Stages demonstrated the highest level of outcomes to date which undoubtedly reflects improvement in the quality of teaching and learning across our schools. Key Stage outcomes and indicators for 2015-16 will provide us with a further measure of the impact of this crucial area of our work.</p>		
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 document has journeyed successfully through the corporate process, so it is fair to say that the initial planning/visioning stages are 100% complete. That said, recommendations in the strategic report will develop over the next few years, leading up to 2021 and beyond. Implementation has now started in earnest. The reference group has met and a number of initiatives relating to the strategy have been instigated. As regards the local curriculum, the idea is now being disseminated to a number of audiences. Parallel and complementary work with the 11-19 review will be dovetailed into the endeavours of a Task and Finish group, to specifically look at working up the local curriculum. We aim to report to DMT, initially in the early Autumn, with a view to producing a Carmarthenshire Curriculum Declaration. This will be shared widely within the LA and CCC.		
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	Full Business Case approved 29/01/16. Construction works are programmed to start on site in May 2016.		
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		
Comment	Construction works programme is progressing well and the completion date remains as August 2016. Further discussions will shortly take place regarding the Phased move of equipment from the TAD site in Furnace, Handover and full occupation to minimise the disruption to pupils and staff.		
Service Head: Gareth Morgans	Performance status: On target		



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of 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	11686	Target date	31/03/2016 (original target 31/12/2015)
Action promised	Develop a shared management structure for the Youth Offending & Prevention Service (YOPS) & the Youth Service		
Comment	The Principal Youth Support Services Manager has been in post since 1st January 2016. The new service brings together the Youth Service and the Youth Offending and Prevention Service under a single principle manager. The management team, of fourth tier managers, has been identified at the end of January. From 1st February 2016 they have been directly reporting to the Principal YSS Manager.		
Service Head: Aeron Rees		Performance status: On target	
Action	11687	Target date	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	Home Tuition Guidance completed and circulated to Headteachers and all requests agreed at Inclusion Panel evidenced by medical reports or information on hard to place pupils		
Service Head: Gareth Morgans		Performance status: On target	
Action	11688	Target date	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
Comment	<p>We have continued to build upon our relationships between Coleg Sir Gar, Education, Children and Adult Social Care Services this year.</p> <p>We have regular meetings to try and address many of the practical issues presented within the Unlocking the Potential report.</p> <p>We try to develop creative solutions which prevent the need for young people to be educated outside of Carmarthenshire.</p> <p>Consequently we have low numbers of disabled young people in residential colleges. The continued success of this approach is vital as we aim to ensure that disabled young people are afforded the same opportunities as any young person and are able to maximise their independence.</p>
Service Head: Stefan Smith	Performance status: On target



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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 1	Quarter 2	Quarter 3	End of Year
<p>The percentage of authorised absence in Primary schools for the Academic Year.</p> <p>4.1.2.3</p>	Not applicable		End Of Year: 4.3	--	--	--	Target: 4.1 Result: 4.0 Calculation: $(176262 \div 4431257) \times 100$
Comment	This PI is on Target and the result has improved compared to the previous year, 4.0% compared to 4.3%. This is due to an improved focus on attendance; the Education through Regional Working (ERU) 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 for 2014/15 Academic year is 4.1% and 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 1	Quarter 2	Quarter 3	End of Year
<p>Percentage of pupil attendance in Primary Schools</p> <p>EDU/016a</p>	95.0	94.8	End Of Year: 95.0	--	--	--	Target: 95.2 Result: 95.2

							Calculation: (4217047÷4431257) × 100
Comment	This measure is on target and the result has improved compared to the previous year, 95.2% compared to 95.0%. Our Welsh comparative ranking has improved to 5th from 6th and is a significant improvement from 15th two years ago. The Education Welfare Service has improved engagement from parents. Head teachers are now supported with more accurate and regular data monitoring and sharing. All of which has contributed to improving attendance.						
Remedial Action	Continued improvements will be sought through increased support and challenge of schools.						
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 1	Quarter 2	Quarter 3	End of Year
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 9th which is down one place from last 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



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

ACTIONS - Theme: D. People in Carmarthenshire fulfil their learning potential			
Sub-theme: D3 Supporting parents & families to develop their children's learning			
Action	11693	Target date	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	School attendance across Primary and Secondary schools has significantly improved. Attendance at our primary schools having increased to 95.2% which is above the Wales average of 94.9% (our comparative ranking compared to the rest of Wales has seen a significant improvement to 5th from 15th 2 years ago). Attendance at our secondary schools has risen to 94.2% (up from 93.9% last year, and above the Wales average of 93.8% (our comparative ranking of 9th has risen, again a significant improvement from 20th during 2012/13). Authorised absence has improved and unauthorised absence rate is still one of the best in Wales. The work and support provided by the EWS has been central to this success, and their working in partnership with pupils and their families, supporting families and addressing school attendance issues. The EWS takes a Family Engagement model of intervention. It works intensively with the family to overcome their difficulties in order to engage more fully in the parenting and education of their children, working in partnership with schools, community support and other professionals.		
Service Head: Gareth Morgans		Performance status: On target	



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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 All pupils (including those in local authority care) in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification EDU/002i	0.1	0.1	End Of Year: 0.0	--	--	--	Target: 0.0 Result: 0.0 Calculation: (0÷1972) × 100
Comment	This PI is on target and has remained constant compared to the previous year.						
Remedial Action	The aim is to always ensure that pupils leave full time education with appropriate qualifications. This is achieved by targeting those pupils at risk for the next three years cohorts.						
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 1	Quarter 2	Quarter 3	End of Year

<p>The percentage of Pupils in local authority care, in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification.</p> <p>EDU/002ii</p>	0.0	0.0	<p>End Of Year: 0.0</p>	--	--	--	<p>Target: 0.0</p> <p>Result: 0.0</p> <p>Calculation: (0÷39) × 100</p>
<p>Comment</p>	<p>An excellent result with all leavers once again having achieved an approved external qualification. Corporate Parenting Team support and the role of the LAC Education Co-ordinator continues to support schools in ensuring children leave with an approved qualification.</p>						
<p>Remedial Action</p>	<p>None required at this time. We will continue to work to ensure that all pupils, including LAC, achieve a recognised qualification before leaving education.</p>						
<p>Service Head: Stefan Smith</p>				<p>Performance status: On target</p>			
<p>Measure Description</p>	<p>2014/15 Comparative Data</p>			<p>2015/16 Target and Results</p>			
	<p>Best Quartile</p>	<p>Welsh Median</p>	<p>Our Actual</p>	<p>Quarter 1</p>	<p>Quarter 2</p>	<p>Quarter 3</p>	<p>End of Year</p>
<p>Average number of school days that permanently excluded pupils did not receive an offer of full time appropriate education provision during the academic year</p> <p>EDU/009a</p>	<p>Not applicable</p>		<p>End Of Year: 0.0</p>	--	--	--	<p>Target: 0.0</p> <p>Result: 0.0</p> <p>Calculation: 0÷1</p>
<p>Comment</p>	<p>This PI is on target and has remained constant when compared to the previous Academic year. There were no permanent exclusions from a Secondary school maintained by the local Authority in Academic Year 2014/15 and therefore no offer necessary.</p>						
<p>Remedial Action</p>	<p>Continue to ensure that permanently excluded pupils are offered full time appropriate education provision within 16 school days after the Head Teachers decision to exclude.</p>						

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 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	End Of Year: 22.9	Target: 25.0 Result: 23.1	Target: 25.0 Result: 19.0	Target: 25.0 Result: 35.1	Target: 25.0 Result: 34.8 Calculation: (16÷46) × 100
Comment	<p>This PI is on target and has improved compared to the same period last year. The Qtr 3 and 4 results are a significant improvement on previous Qtrs.</p> <p>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 recruiting and are running clinics ad hoc when they can employ a locum. This is leading to continued delays in receiving medical assessments.</p> <p>Two assessments were delayed by the Educational and Child Psychologist and one by the Sensory Impairment Service due to staff absence.</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 pre-empt delays where possible 2) Continue to request info on why reports are late from external agencies; 3) Inform parents when the assessment is being delayed by the 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 arrangements to take the child to appointments to avoid a 'Did Not Attend'.</p>						
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 1	Quarter 2	Quarter 3	End of Year
Percentage of final statements of special	100.0	100.0	End Of Year:	Target:	Target:	Target:	Target:

education need issued within 26 weeks: b) excluding exceptions EDU/015b			75.0	90.0 Result: 100.0	90.0 Result: 57.1	90.0 Result: 76.5	90.0 Result: 80.0 Calculation: (16÷20) × 100
Comment	This PI is off Target but has improved 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	Chief Education Officer to send a reminder to all Inclusion staff of the need to comply to statutory timescales.						
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
The percentage attendance of looked after pupils in primary schools SCC/022a	Not applicable		End Of Year: 96.6	--	--	--	Target: 96.0 Result: 96.2 Calculation: (23818÷24747) × 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 attendance of looked	Not applicable		End Of Year:	--	--	--	Target:

after pupils in secondary schools SCC/022b		94.2					94.5 Result: 95.1 Calculation: (26668÷28034) × 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
Percentage of children looked after during the year with a Personal Education Plan within 20 school days of entering care or joining a new school in the year SCC/024	Not applicable		End Of Year: 85.7	--	--	--	Target: 87.8 Result: 77.8 Calculation: (35÷45) × 100
Comment	There is a slight decline in performance for 2015/16 but continues to be a good result compared to how low it was only a few years ago (i.e. 43.5 in 2011/12). There were 10 pupils who didn't receive their PEP within timescales (compared with 7 last year). The numbers in this cohort are so small that any fluctuation can have a significant effect on the end result. Some of the reasons the PEP was late had been due to the department waiting for information from schools.						
Remedial Action	Social Workers to ensure Looked After children (LAC) movement forms are completed as required. Businesses support will ensure notifications are sent in a timely manner, and electronic records are timely updated.						
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 average external qualifications point score for 16 year old looked after children, in any local authority maintained learning setting SCC/037	317	291	End Of Year: 315	--	--	--	Target: 318 Result: 334 Calculation: 5683.4÷17
Service Head: Stefan Smith			Performance status: On target				



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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	Strategy adopted by County Council along with a Children`s Rights Promise. A `Super Survey` of young people aged 11-25 is underway, and a successful Youth Conference was held in November 2015.		
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	Training, SENCO Fora and school visits by Inclusion Officers all focus on supporting schools to raise capacity to meet the needs of all their learners. Delegation of funding to schools has enabled schools to be more innovative in how they deploy staff and resources to support learners. Analysis of outcomes of learners with SEN (internal and ERW reports) show that Carmarthenshire learners progress well.		
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		
Comment	Joint working with ERW through the ALN Reform group has resulted in the production of an ALN Self-Evaluation Document which has 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	A successful Person Centred Conference was held on the 11th of March for Council officers, Headteachers and partners from Children's Services and Health. This was funded by a grant from Welsh Government. Our team of advisory teachers and Education and Child Psychologists are modelling and coaching PCP approaches in schools- this is partly funded by the Education Improvement Grant contribution. School SEN/ALN Coordinators have been trained in PCP approaches and are beginning to work in this way.		
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	<p>This year we have established and consolidated new services for children and young people with learning difficulties as part of the Families First programme.</p> <p>The Giant Steps project works with disabled Children and Young people who do not require statutory services but would benefit from some positive activities and support on both a one to one and group basis.</p> <p>In addition, we continue to work with our Youth Service who have a responsibility around NEET prevention for all children and young people, including those who are disabled.</p> <p>We have developed proposals as part of the regional Cynnydd programme which will build upon this work in the future.</p>		

Service Head: Stefan Smith		Performance status: On target	
Action	11699	Target date	31/12/2015 (original target 31/10/2015)
Action promised	We shall improve the performance of pupils in receipt of free school meals		
Comment	The performance of pupils in receipt of eFSM has been successfully improved across nearly all Key Stages. This success reflects the impact of work undertaken by schools and officers focusing directly on higher achievement for this vulnerable group. Effective use of PDG funding encompassing a range of specific strategies and interventions underpins this success.		
Service Head: Gareth Morgans		Performance status: On target	



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

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							
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 pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language): i) At the end of Key Stage 2 EDU/006i	Not applicable		End Of Year: 50.3	--	--	--	Target: 51.7 Result: 51.9 Calculation: (963÷1855) × 100
Comment	This PI is on target and has improved compared to the previous year. Further support and challenge for Teacher Assessment has been carried out locally in partnership with national arrangements via the Consortia. The Local Authority continues to support schools in these processes through workshops and leadership seminars.						
Remedial Action	In order to ensure further progress in this indicator, further discussion with these schools will take place before May.						
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 1	Quarter 2	Quarter 3	End of Year
Percentage of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language): ii) At the end of Key Stage 3 EDU/006ii	18.5	10.9	End Of Year: 39.0	--	--	--	Target: 40.0 Result: 43.2 Calculation: (847÷1960) × 100
Comment	This PI is on target and has improved compared to the previous year. Ongoing percentage improvements (4.2 percentage points this year) are most encouraging and result from increased challenge, support and guidance for teacher assessment in all schools.						
Remedial Action	Continue to challenge and support all schools in order to improve performance, utilising national Teacher Assessment processes for 2016 in partnership with Education through Regional Working (ERW) Consortium.						
Service Head: Gareth Morgans			Performance status: On target				



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 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	Successful Launch of Language Charter 4/12/15		
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	Statutory notice commenced on April 13th and will finish on the 10th May 2016.		
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		
	Consultation period finished on March 18th. Report being prepared for consideration by PEB, Scrutiny Committee and		

Comment	Executive Board.
Service Head: Gareth Morgans	Performance status: On target



Report B




Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of 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		End Of Year: 100.0	Target: 100.0 Result: 100.0	Target: 100.0 Result: 100.0	Target: 100.0 Result: 100.0	Target: 100.0 Result: 100.0 Calculation: (128÷128) × 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 at 31 March who have experienced one or more change of school, during a period or periods of being looked after,	9.3	14.0	End Of Year: 5.4	Target: 10.0 Result:	Target: 10.0 Result:	Target: 10.0 Result:	Target: 10.0 Result:

which were not due to transitional arrangements, in the 12 months to 31 March SCC/002				0.6	2.5	3.2	3.9 Calculation: $(6 \div 155) \times 100$	
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	End Of Year: 11.7	Target: 11.3 Result: 3.0	Target: 11.3 Result: 6.9	Target: 11.3 Result: 10.1	Target: 11.3 Result: 14.9 Calculation: $(32 \div 215) \times 100$	
Comment	Provisional result as this measure is post populated by Welsh Government and will be confirmed in due course. We have seen an increase in challenging teenage placements during the year which places an added pressure on placement stability. This, along with a decrease in the number of Looked After Children, has impacted on the end result. Many young people do not wish to be in the care system despite this being in their best interests. Placements subsequently become fragile and break down despite the department's best efforts. On a positive note, some children have returned to live with parent/relative carer							
Remedial Action	An Accommodation Panel has been set up to assist the matching process and resource allocation, in addition to a Resource Panel to ensure appropriate resources are put in place to support placements to avoid placement breakdown. The department are focussed on recruiting foster carers for older children							
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: a) The child has been seen by the Social Worker SCC/011a	89.2	81.6	End Of Year: 83.1	Target: 84.0 Result: 79.7	Target: 84.0 Result: 83.9	Target: 84.0 Result: 81.4	Target: 84.0 Result: 80.7 Calculation: (1086÷1346) × 100
Comment	Even though we have not met our target, the department is performing above the All Wales 2014/15 figure of 78%. The department has also seen a decrease in referrals which has impacted on the number of initial assessments being carried out during the year. 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, non social work staff include social worker assistants, student social workers and health professionals in our multi disciplinary Children's Disability Team. A total of 1185 children were seen by social workers (1086) and non social work staff (99). 161 children were not seen. Reasons for a child not being seen include - sole agency investigations by police, professional abuse meetings, missing persons active to other authorities. Some parents also refuse to give consent						
Remedial Action	Every effort is made to see a child but each case is different with the relevant course of action being taken. 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	End Of Year: 47.3	Target: 48.3 Result: 50.0	Target: 48.3 Result: 44.6	Target: 48.3 Result: 45.0	Target: 48.3 Result: 46.5 Calculation: (626÷1346) × 100

Comment	Even though we have not met our target, the department is performing above the All Wales 2014/15 figure of 44.8% The department has also seen a decrease in referrals which has impacted on the number of initial assessments carried out during the year. This performance indicator relies on the relevance of the initial assessment. Many children are not seen alone due to age whilst others refuse to be seen alone. Not every case will require a 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 SCC/014	Not applicable		End Of Year: 99.4	Target: 99.0 Result: 100.0	Target: 99.0 Result: 100.0	Target: 99.0 Result: 100.0	Target: 99.0 Result: 100.0 Calculation: (107÷107) × 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	End Of Year: 98.5	Target: 98.0 Result: 100.0	Target: 98.0 Result: 99.3	Target: 98.0 Result: 98.1	Target: 98.0 Result: 98.2 Calculation: (1114÷1134) × 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
Percentage of young people formerly looked after with whom the authority is in contact at the age of 19. SCC/033d	100.0	92.9	End Of Year: 100.0	--	--	--	Target: 95.0 Result: 100.0 Calculation: (19÷19) × 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
Percentage of young people formerly looked after with whom the authority is in contact, who are known to be in suitable, non-emergency accommodation at the age of 19. SCC/033e	95.1	91.1	End Of Year: 88.2	--	--	--	Target: 89.5 Result: 94.7 Calculation: (18÷19) × 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
Percentage of young people formerly looked after with whom the authority is in contact, who are known to be engaged	67.6	60.6	End Of Year: 64.7	--	--	--	Target: 73.7

in education, training or employment at the age of 19. SCC/033f							Result: 73.7 Calculation: (14÷19) × 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 eligible, relevant and former relevant children that a) Have pathway plans as required SCC/041a	100.0	98.6	End Of Year: 100.0	Target: 100.0 Result: 100.0	Target: 100.0 Result: 100.0	Target: 100.0 Result: 100.0	Target: 100.0 Result: 100.0 Calculation: (89÷89) × 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 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	End Of Year: 89.4	Target: 90.0 Result: 86.9	Target: 90.0 Result: 88.5	Target: 90.0 Result: 89.1	Target: 90.0 Result: 89.4 Calculation: (1692÷1893) × 100
Even though we have not met our target, we are performing above the All Wales 2014/15 figure of 88.9% and remain constant with our 2014/15 result. Completion of Children in Need (CIN) reviews within							

Comment	timescales has again been an issue, showing a decline in performance with staff sickness being a contributory factor, this has impacted on the overall result. Looked After Children and Child Protection reviews have both improved during this year, 96.2% and 99.4% respectively.	
Remedial Action	Team Manager to continue to monitor Children in Need reviews, however, sickness of staff has been an issue in some teams. 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

Corporate scrutiny - at End of 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 2 years (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>All Duty Workers now have access to an education database which provides relevant information to assist in the decision making process.</p> <p>Unfortunately commitment by other agencies to base staff within MASH hasn't yet materialised and this is now being taken forward by CYSUR on a regional basis. A 3 day Continuous Improvement Workshop was held in October 2015 to look at how processes can be improved between agencies and these actions are being taken forward.</p> <p>Domestic Abuse Conference Calls (DACC) commenced on the 1st July 2015, 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</p>		

	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. An evaluation of the pilot will be undertaken in April 2016.		
Service Head: Stefan Smith		Performance status: On target	
Action	11734	Target date	31/03/2016
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	<p>Development sessions have taken place with all childcare, assessment and Independent Reviewing officer (IRO) teams. In these sessions participants focused on developing their skill and confidence in understanding what is an outcome and how to express outcomes in a way that a parent and child could understand. This sounds easy but does demand the confidence to narrow issues down to what is important for and to that particular child rather than trying to eliminate all possible risks.</p> <p>The next stage is another series of developmental sessions where each team will bring plans and will share the task of writing these "live" plans in an outcome focused way.</p>		
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	<p>Mid and West Wales Adoption Service (MWWAS) has adoption panels in Carmarthen and Breckon. The adoption panel sitting in Carmarthen has been paperless using iPads and a "portal" to share all the relevant documents for panel for many months. This has resulted in savings in photocopying and admin time. Once panel members got used to the process it has worked well. There have been occasional IT problems and it is hoped that IT in Carmarthen will take over the support role, which at present is fulfilled by a member of the Legal dept that set up the "portal". There is also a possibility of using a Fostering and Adoption portal run by CCC instead as the Fostering Panel is planning to become paperless too.</p> <p>Grant funding was obtained in March 2016 to purchase iPads for the adoption panel that meets in Brecon. Therefore in the next few</p>		

	months the same paperless approach will be implemented in that panel.		
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 24 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 now meet quarterly to monitor thresholds for intervention to ensure that preventative services are utilised wherever possible and that Section 47 joint investigations are not undertaken unnecessarily. We continue to build links with the preventative services and will signpost these services to families to ensure they get the level of intervention they need thus avoiding unnecessary statutory involvement.		
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	A new placement/accommodation panel was set up in September 2015. It has provided a gate keeping service and reviewing process to ensure all children who are referred as requiring a resource (including requests for accommodating children) have the most appropriate support and care plan, looking at any unmet needs for planning resources. This is seen as a prevention measure to maintain children at home with family and also ensure placement stability is monitored more closely with foster placements to prevent disruption of children in our care. The panel has provided more robust process of matching placements to children's needs and identifying additional support required to achieve better outcomes for children. There has also been a reduction in the looked after children (LAC) population. The department have seen an increase in challenging teenage placements being required and this group have placed pressure on services and placement stability. Extra resources have been put in through placement support and option planning meetings to support placements that are fragile and at risk of breaking down. There will be a new senior social work post within the fostering service to provide extra support to the more challenging teenagers and complex placements which is hoped will help improve placement stability, assist with more appropriate matching and develop skills of foster carers in-house by maintaining them within our own service. The service is focused on recruiting carers for older children which is promoted through robust marketing processes. Extra support and ongoing training continues to be available for foster carers as well as attachment focused work with carers in groups and on an individual basis. This will be supported by the projects being undertaken by the 'confidence in care' training for foster carers and PACE (playfulness, acceptance, curiosity and empathy) model of parenting. Foster carer mentors also provide additional support as well as the out of hours support service to foster		

	carers on a 24 hour basis.		
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	During the year we have continued to monitor care plans through our multi agency permanency panel that meets every 4 months. This has provided a robust process for ensuring standards are maintained care plans are up to date and that permanent planning for young people in our care does not drift. Cases that highlight concern and increasing risk factors around our vulnerable young people are escalated to the head of service through this 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	The Department has successfully increased capacity to meet the growth in numbers and the requirements of the Social Services and Wellbeing Act within the service through reorganisation and reprioritisation within the existing budget. Consultation has been completed and new guidance to the roles and responsibilities within leaving care have been agreed.		
Service Head: Stefan Smith		Performance status: On target	
Action	11740	Target date	31/03/2016
Action promised	We will undertake a review of the Out of Hours service		
Comment	The out of hours (standby) review has been completed. It compared different options for delivering the service; comparing costs and staffing. The review proved that the current system is working effectively and therefore at this juncture there are no plans to make any changes to these arrangements.		
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	<p>Within Carmarthenshire, First Time Entrants have fallen from 410 (April 2006/7) to 49 (April 2014/ March 2015). There has been a 50.6% decrease in First Time Entrants when comparing July to June 2013/14 against July to June 2014/15. This is in comparison with a 52.0% decrease in Dyfed Powys and a 25.1% decrease across Wales.</p> <p>To further assist in reductions in first time entrants in Carmarthenshire during 2015-16 the following actions were taken:</p> <ul style="list-style-type: none"> • The Service Manager for the Youth Offending and Prevention Service assuming responsibility for bringing together the managers from the Youth Service and the Youth Offending and Prevention Service from April 2015. This allowed for the development of a more integrated response to working with young people outside the Youth Justice System through the provision of targeted prevention interventions. • Performance data now being analysed about the scale of the contribution to Team around the Family assessments and plans. Leading a development group for advancing arrangements for TAF for 16-25 year olds. • Using “The Bureau” as a mechanism for actively diverting young people out of the youth justice system; • Using the Live Reoffending Tracker to profile current reoffending. This gives us an insight into demographics of young people identified as having re-offended. Information gathered is shared with Case Managers and interventions can be adjusted and formulated in order to address further risk. <p>A full analysis of performance against Youth Justice Board performance indicators for 2015/16 will be available in May 2016.</p>		
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>We have sought to work towards a reduction in the rate of proven reoffending amongst children and young people by a range of actions including:</p> <ul style="list-style-type: none"> • The Youth Support Service continuing to use the Live Reoffending Tracker to profile current reoffending. This gives us an insight into demographics of young people identified as having re-offended. Information gathered is shared with Case Managers and interventions can be adjusted and formulated in order to address further risk. • Trained staff within the Youth Justice Service have continued to access clinical supervision via specialist S-CAMHS / TISSHB during 2015-16. This has helped inform intervention planning with children and young people at risk of HSB. The Youth Support Services continue to invest management, supervision and staff resourcing into this complex area of work. • Since January 2016 targeted prevention staff have been able to access advice and support from Education Psychology under Families First funding. • Compliance Panel remains in place should the need arise. 		

	<ul style="list-style-type: none"> • Creative supervision planning continues. Work is being undertaken currently to examine more effective ways of engaging younger children through the use of a Person Cantered Planning approach. • Childview version 2 now implemented. Asset plus implementation took place in March 2016 and is routinely used to assess all children and young people who come to the attention of the prevention workers, Bureau and Youth Justice Team. 		
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	<p>At the end of the year the percentage of reviews for all categories of short breaks mainstream and family and friends carers completed is as follows: Short Breaks 100% Mainstream Foster carers 90% Family and Friends Carers 93% There are 3 short break carers, 122 mainstream carers and 26 family and friends carers. There has been a big improvement this year and we will continue to improve on these figures for the next year particularly around both mainstream and Family and Friends reviews and there will be more robust monitoring processes by senior management to ensure all reviews are completed in a timely manner and in line with fostering standards and regulations to achieve 100%.</p>		
Service Head: Stefan Smith		Performance status: On target	
Action	11744	Target date	31/03/2016
Action promised	We shall further develop the role of all councillors as corporate parents to looked after children.		
Comment	The annual report has been submitted to scrutiny and a training programme for councillors has been developed in line with Welsh Government guidance.		
Service Head: Stefan Smith		Performance status: On target	



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of Year 2015/16

Theme: G. Carmarthenshire has a stronger and more prosperous economy Sub-theme: G5 Tackling poverty and its impact on the local economy							
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 pupils aged 15 at the preceding 31 August, in schools maintained by the local authority who are eligible for Free School Meals at the time of PLASC who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics 5.0.3.1	Not applicable		End Of Year: 28.85	--	--	--	Target: 31.60 Result: 33.69 Calculation: (94÷279) × 100
Comment	The result is on target and improved when compared to the previous year. The performance of pupils in receipt of eligible Free School Meals (FSM) has been successfully improved across nearly all Key Stages. This success reflects the impact of work undertaken by schools and officers focusing directly on higher achievement for this vulnerable group. Effective use of PDG funding encompassing a range of specific strategies and interventions underpins this success.						
	Tracking of FSM pupils is now a clear focus for secondary schools and forms a basis for discussion during Autumn core visits when performance is challenged by Challenge Advisors. All schools are expected to						

Remedial Action	monitor the progress of these pupils with the outcome having a significant impact on the categorisation process for schools.						
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 1	Quarter 2	Quarter 3	End of Year
The percentage of Year 11 Leavers not in education, employment or training (NEETS) 5.1.0.1	Not applicable		End Of Year: 3.4	--	--	--	Target: 3.0 Result: 3.5 Calculation: (69÷1962) × 100
Comment	The strategic lead for this work is undertaken by the Youth Service, which has been subject to considerable financial and staffing uncertainty over the past year. This uncertainty has affected the capacity of staff to support young people effectively. Other factors contributing to this small rise include an increase in parents withdrawing their children from school in years 10 and 11 to educate them at home and better tracking systems which results in more young people being known to be NEET.						
Remedial Action	Restructuring of the Youth Service has now been completed, with staff identified to support young people in all secondary schools and in Post 16 community outreach settings. It is hope that approval will finally be gained for the Cynnydd project in Q1 2016, bringing an additional £2.2M of ESF funding to support young people at risk of becoming NEET in the period 2016-2018.						
Service Head: Gareth Morgans				Performance status: Off target			☒



Report B



Scrutiny measures & actions full monitoring report

Corporate scrutiny - at End of 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	The actions identified in previous updates have continued to be delivered during the last quarter. However, delays at the Wales European Funding Office (WEFO) have meant that the regional Cynydd ESF bid is still yet to be approved as is now subject to the Welsh Government's pre election "purdah" period		
Service Head: Aeron Rees		Performance status: On target	