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WEDNESDAY, 24TH NOVEMBER, 2021

TO: ALL MEMBERS OF THE EDUCATION & CHILDREN SCRUTINY COMMITTEE

I HEREBY SUMMON YOU TO ATTEND A VIRTUAL MEETING OF THE **EDUCATION & CHILDREN SCRUTINY COMMITTEE** WHICH WILL BE HELD AT **10.00 A.M. ON TUESDAY, 30TH NOVEMBER, 2021** FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA.

Wendy Walters

CHIEF EXECUTIVE

Democratic Officer:	Michelle Evans Thomas
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Wendy Walters Prif Weithredwr, *Chief Executive*,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

EDUCATION & CHILDREN SCRUTINY COMMITTEE

14 COUNCIL MEMBERS, 2 NON-ELECTED VOTING MEMBERS AND 3
ELECTED VOTING PARENT GOVERNOR MEMBERS

PLAID CYMRU GROUP – 7 MEMBERS

- | | | |
|----|------------|----------------------|
| 1. | Councillor | Liam Bowen |
| 2. | Councillor | Kim Broom |
| 3. | Councillor | Betsan Jones |
| 4. | Councillor | Jean Lewis |
| 5. | Councillor | Darren Price (Chair) |
| 6. | Councillor | Emlyn Schiavone |
| 7. | Councillor | Dorian Williams |

LABOUR GROUP – 3 MEMBERS

- | | | |
|----|------------|------------|
| 1. | Councillor | Rob James |
| 2. | Councillor | Dot Jones |
| 3. | Councillor | Gary Jones |

INDEPENDENT GROUP – 2 MEMBERS

- | | | |
|----|------------|----------------------------|
| 1. | Councillor | Sue Allen |
| 2. | Councillor | Edward Thomas (Vice-Chair) |

NEW INDEPENDENT GROUP – 1 MEMBER

- | | | |
|----|------------|---------------|
| 1. | Councillor | Sharen Davies |
|----|------------|---------------|

UNAFFILIATED – 1 MEMBER

- | | | |
|----|------------|--------------|
| 1. | Councillor | John Jenkins |
|----|------------|--------------|

NON ELECTED VOTING MEMBERS (2)

- | | | |
|----|------------------|--------------------------------------|
| 1. | Mrs V. Kenny | Roman Catholic Church Representative |
| 2. | Rev. D. Richards | Church in Wales Representative |

ELECTED VOTING PARENT GOVERNOR MEMBERS (3)

Term of office expires on the 31/03/2022

- | | | |
|----|------------------------|---------------------|
| 1. | Vacancy | Area 1 – Dinefwr |
| 2. | Mr A. Enoch | Area 2 – Carmarthen |
| 3. | Felicity Healey-Benson | Area 3 – Llanelli |

AGENDA

1. APOLOGIES FOR ABSENCE.
2. DECLARATIONS OF PERSONAL INTEREST INCLUDING ANY PARTY WHIPS ISSUED IN RELATION TO ANY AGENDA ITEM.
3. PUBLIC QUESTIONS (NONE RECEIVED).
4. WELLBEING: EDUCATION & CHILDREN'S SERVICES DEPARTMENT. 5 - 20
5. EDUCATION DEPARTMENT'S 10 YEAR STRATEGY. 21 - 36
6. FUTURE ARRANGEMENTS FOR SCHOOL ENGAGEMENT SESSIONS. 37 - 44
7. FORTHCOMING ITEMS. 45 - 56
8. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COMMITTEE HELD ON THE 8TH JULY, 2021. 57 - 64

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EDUCATION AND CHILDREN SCRUTINY COMMITTEE 30.11.2021

WELLBEING: EDUCATION AND CHILDREN'S SERVICES DEPARTMENT

Purpose: To provide the scrutiny committee with an overview of how the Education and Children's Services Department is supporting the Wellbeing of learners and staff across our schools, pupil referral units and specialist settings.

To consider and comment on the following issues:

To consider the findings of the report and presentation and to challenge and support the strategic direction of the department in moving forward.

Reasons:

- To inform the scrutiny committee of the challenges that our schools are currently addressing and how they are being supported by the Education and Children's services department in addressing these concerns.
- To ensure that the council is well informed in their decision making in relation to the wellbeing needs of learners and staff in our schools.
- To inform the scrutiny committee from an educational perspective, supporting the council to respond in a collaborative manner when addressing the wellbeing needs of the learners, the workforce and the residents of Carmarthenshire.

To be referred to the Cabinet / Council for decision: No

CABINET MEMBER PORTFOLIO HOLDER:- Cllr. Glynog Davies, Education and Children's Services

Directorate:	Designations:	Tel: / Email addresses:
Education & Children		
Head of Service: Elin Forsyth	Interim Head of School Improvement, Curriculum and Wellbeing	07584004000 EMForsyth@carmarthenshire.gov.uk
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Elinor Jones	ALN Manager (Process)	(01267) 246455 ERWilliams@carmarthenshire.gov.uk
Rebecca Williams	Additional Learning Needs Manager (Provision)	01267 246455 rawilliams@carmarthenshire.gov.uk

EXECUTIVE SUMMARY

EDUCATION & CHILDREN SCRUTINY COMMITTEE 30TH NOVEMBER 2021

Wellbeing: Education and Children's Services Department

1. BRIEF SUMMARY OF PURPOSE OF REPORT

This report is written to provide an overview of the extensive ways in which the Education and Children's services (ECS) department is supporting our schools, pupil referral units and specialist settings in relation to the wellbeing of learners and staff.

The report summaries how the ECS Department continues to work alongside our schools responding to the changing needs of learners, families and staff, as we continue to address the COVID pandemic.

The Wellbeing challenges faced by our schools are increasingly pronounced and complex, adding additional pressures on staffing across our schools.

Additional support and training opportunities continue to be provided adapting the learning offer Aiming to meet the demand from our schools.

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

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

Signed: Elin Forsyth Interim Head of School Improvement, Curriculum and Wellbeing

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
YES	NONE	YES	NONE	NONE	YES	NONE

Policy, Crime & Disorder and Equalities

We continue to respond to the:

- Welsh Government's Renew and Reform: supporting learners' wellbeing and progression, Covid 19 recovery plan for education.
- Welsh Government guidance: Emotional and Mental Wellbeing Framework

Finance

Additional funding has been provided by the Welsh Government to support education recovery. We continue to ensure that this funding is utilised in line with the terms and conditions of this funding and that it impacts positively on pupils' Wellbeing and Learning experiences.

Staffing Implications

To support education recovery, schools may be required to secure additional staff members with the appropriate skill set to support our learners and their wellbeing, utilising the appropriate grants.

The availability of staff with the relevant experience and bilingual skills remains challenging.

CONSULTATIONS

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

Signed: Elin Forsyth, Interim Head of School Improvement, Curriculum and Wellbeing

1. Local Member(s) - NA

2. Community / Town Council - NA

3. Relevant Partners

We continue to engage with school leaders through their headteacher business meetings and on a 1 to 1 basis, ensuring that their views inform our strategic focus, provision and learning offer.

4. Staff Side Representatives and other Organisations

Updates are provided for our Educational Relations Forum.

**CABINET PORTFOLIO HOLDER(S)
AWARE/CONSULTED**

YES

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THERE ARE NONE

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Pwllgor Craffu 30.11.2021 Scrutiny

Lles

Gwasanaethau Addysg a Phlant - Cymorth Lles i Ysgolion, disgyblion, athrawon, arweinwyr a swyddogion.

Wellbeing

Education and Children's Services – Wellbeing Support for Schools, pupils, teachers, leaders and officers.

Beth ydym yn ei wybod?

What do we know?

Lles Disgyblion:

- Disgyblion llawer mwy pryderus e.e. ynghylch trosglwyddo i'r cam nesaf ac arholiadau.
- 'Colledion' yn amlwg - ymddygiadau cymdeithasol, perthnasoedd, hyder, gwytnwch.
- Cynnydd yn nifer y disgyblion sy'n arddangos ymddygiadau heb eu rheoleiddio (e.e. disgyblion yn fwy blin, yn llai goddefgar, heb empathi)
- Mwy o ddisgyblion yn dechrau'r ysgol gydag anghenion cymdeithasol cymhleth - angen gwell cysylltiadau ag ieuchyd
- Iechyd Corfforol - cynnydd mewn achosion gordewdra, anorecsia ac anhwylderau bwyta, lefelau is o stamina a ffitrwydd a llai o gyfnod canolbwytio
- Cynnydd mewn syniadaeth hunanladdiad gyda mwy o ymdrechion hunanladdiad gyda disgyblion iau a'r grŵp LGBT + Q.
- Mae yna enghreifftiau da o ddefnydd effeithiol o PDG i gefnogi dysgwyr a defnyddio TAF i annog ymgysylltiad teuluol.
- Mae ymgysylltiad dysgu oedolion yn lleihau

Lles Staff:

- Angen cynyddol am hyfforddiant staff e.e. sut i ddelio â strategaethau hunan-niweidio, pryder, syniadaeth hunanladdiad a hunanreoleiddio.
- Mae angen goruchwyliaeth glinigol, cwnsela a / neu hyfforddiant pellach i gefnogi staff
- Cefnogaeth i uwch arweinwyr i fynd i'r afael ag anghenion aelodau staff
- Ar hyn o bryd mae staff ysgolion wedi eu gorlethu ac mae angen lleihau eu llwyth gwaith

Pupil Wellbeing:

- Pupils far more anxious e.g. about transitioning to next phase and examinations.
- 'Losses' evident - social behaviours, relationships, confidence, resilience.
- An increase in the number of pupils displaying de-regulated behaviours (e.g. pupils more irritable, less tolerant, lacking empathy)
- More pupils starting school with complex social needs – need improved links with health
- Physical Health – increase in obesity, anorexia and eating disorder cases, lower levels of stamina and fitness and less concentration spans.
- Increase in suicide ideation with more suicide attempts with younger pupils and the LGBT+Q group
- There are good examples of effective use of PDG to support learners and use of TAF to encourage family engagement.
- Adult learning engagement is decreasing

Staff Wellbeing:

- Increased need for staff training e.g. how to deal with self-harm, anxiety, suicide ideation and self-regulation strategies.
- Further clinical supervision, counselling and/or coaching needed to support staff
- Support for senior leaders to address the needs of staff members
- School staff are currently overwhelmed and there's a need to reduce their workload

Sut mae'r tim gwella ysgolion yn cefnogi llesiant staff a dysgwyr?

Sefydliwr grŵp ffocws strategol lles. Defnyddir arbenigedd ar draws pob adran er mwyn darparu cefnogaeth gyffredinol a phwrpasol

Mae blaenoriaethau wedi'u gosod yn ôl yr hyn rydyn ni'n ei wybod a'r hyn rydyn ni am ei gyflawni

- Cefnogi a datblygu lles emosiynol a meddyliol staff a phob dysgwr
- Cefnogi ysgolion gyda'r cwricwlwm RSE
- Datblygu systemau trosglwyddo effeithiol ar draws pob cyfnod
- Datblygu lechyd Corfforol ein dysgwyr

Trefnir dysgu proffesiynol o ansawdd da ac yn unol â phhecyn cefnogaeth y Bartneriaeth

Ymgynghorir ag arweinwyr ysgol ac maent yn cyfrannu at ddatblygiadau allweddol e.e. siarter lles penaethiaid, y grŵp ffocws 'trosglwyddo', dogfen Cymorth a Goruchwyliaeth

Ceir mynediad i grantiau i gynyddu'r gallu i gefnogi disgyblion a staff fel ei gilydd (AD i gyfeirio at hyn / ymhelaethu)

Mae Cymorth Allanol yn cael ei rannu ac ar gael e.e. Elusen Cymorth Addysg Cymru, MIND, NAEL, Academi Cymru, Gweithredu dros Blant, Actif Unrhywle

Rhe'nir dogfennau, adnoddau ac arweiniad gydag ysgolion - ardal lles Porth

Rhannu arfer da

How does the school improvement team support the wellbeing of its staff and learners?

A wellbeing strategic focus group is established .Expertise across all departments are drawn upon in order to provide general and bespoke support

Priorities are set on what we know and what we want to achieve

- Support and develop staff and all learners' emotional and mental wellbeing
- Support schools with the RSE curriculum
- Develop effective transition systems across all phases
- Develop the Physical Health of our learners

Good quality Professional learning is arranged and in line with the Partneriaeth's package of support

School leaders are consulted and contribute to key developments e.g. the HT wellbeing charter, the Transition focus group, Support and Supervision document

Grants are accessed to increase capacity to support pupils and staff alike (AD to refer / elaborate)

External Support is shared and made available e.g. Education Support Wales Charity, MIND, NAEL, The Welsh Academy, Action for Children, Actif Unrhywle

Documents, resources and guidance are shared with schools – wellbeing area of Porth

Sharing of good practice

Trefnir prosiectau a mentrau ychwanegol i gefnogi staff ysgolion a'u dysgwyr

- Prosiect trawsgwricwlaidd 'Y Lanternwyr' - stori o obaith... y bydd y golau bob amser yn dychwelyd, hyd yn oed yn y dyddiau tywyllaf
- Y Rhaglen Llesiant a Llawenydd
- Prosiectau ymgysylltu â theuluoedd (FACE) a phrosiect integreiddio Blynyddoedd Cynnar
- Prosiect ymchwil trosglwyddo
- Darperir sesiynau cymorth rheolaidd i gefnogi arweinwyr ysgolion e.e. sesiynau galw heibio TTP wythnosol, cefnogaeth ALN Bitesize, sesiynau Cwricwlwm dros Goffi
- Rhaglen Hyrwyddwr Iechyd a Lles
- Cyfleoedd hyfforddi / cymell - hyfforddiant 1:1 neu hyfforddiant mewn sgysiau cymell
- Rhwydweithiau cymheiriaid i gyfoedion

Additional projects and initiatives are arranged to support school staff and their learners

- The Lightbringers cross curricular project – a story of hope... that the light will always return, even in the darkest of days
- The Health and Happiness Programme
- Family engagement projects (FACE) and the EY integration project
- Transition research project
- Regular support sessions are provided to support school leaders e.g. weekly TTP drop in sessions, ALN Bitesize support, Curriculum over Coffee sessions
- Health and Wellbeing Champion programme
- Coaching opportunities - 1:1 coaching or training in coaching conversations
- Peer to peer networks

Trefnir prosiectau a mentrau ychwanegol i gefnogi staff ysgol a'u dysgwyr (Cynhwysiant):

- Sesiynau hyfforddiant a chymorth gyda staff yr Adran Cynhwysiant – sesiynau byr bob pythefnos.
- Cyfarfodydd Clwstr Cydlynwyr ADY bob mis – eitem safonol ar yr agenda: canolbwyntio ar lesiant staff ysgol
- Gwell cymorth pontio i ysgolion a phlant i'r ysgol, gadael ysgol ac ar draws cyfnodau allweddol a lleoliadau
- Diwygiadau ac addasiadau rhesymol estynedig i brosesau ADY i gefnogi llwyth gwaith ysgolion a gwella ymatebolrwydd gwasanaethau.
- Creu ardal 'Sharepoint' – un pwynt gwybodaeth ar gyfer ADY.
- Creu rhestrau chwarae a recordio hyfforddiant a deunyddiau cymorth er mwyn i ysgolion eu defnyddio ar adeg sy'n gyfleus iddynt.
- Darparu cymorth a deunyddiau helaeth i ysgolion i sicrhau y gellir cyflawni disgwyliadau Trawsnewid ADY

Additional projects and initiatives are arranged to support school staff and their learners (Inclusion):

- Training and support sessions with Inclusion Department staff – fortnightly bitesize sessions.
- Monthly ALNCo Cluster meetings – standard agenda item: focus on school staff wellbeing
- Enhanced transition support for schools and children into school, school exit and across key stages and settings
- Amendments and extended reasonable adjustments to ALN processes to support school workload and improve responsiveness of services.
- Creation of 'Sharepoint' area – single point of information for ALN.
- Creation of playlists and recording of training and support materials for schools to access at a convenient time for them.
- Extensive support and materials provided to schools to ensure ALN Transformation expectations are deliverable

Cefnogi Lles

- GSAaPh –Ymgynghori ag Ysgolion – blaenoriaeth y rhai sydd fwyaf mewn perygl o gael eu gwahardd oherwydd AYEC neu OYyE
- TaPas Lles Emosiynol
- Cynnydd Cymorth Iechyd Emosiynol
- Grwpiau Anogaeth / Egwyddorion
- Hyfforddi a goruchwyllo ELSA
- Goruchwyliaeth Grŵp Ymarferwyr sy'n seiliedig ar Drawma
- Cymorth i ddelio â Digwyddiadau Critigol
- Tîm Iechyd Emosiynol Plant sy'n Derbynn Gofal a Mabwysiadu
- TISSH-B
- Rhwydwaith Dysgu Profesiynol Arweinwyr Bugeiliol ar gyfer Ysgolion Uwchradd

Supporting Wellbeing

- ECPS –School Consultation - priority re those most at risk of exclusion due to BESD or EBSA
- Emotional Wellbeing TaPPaS
- Cynnydd Emotional Health Support
- Nurture Group/Principles
- ELSA Training and Group Supervision
- Trauma Informed Practitioner Group Supervision
- Support for dealing with Critical Incidents
- Emotional Health Team LAC and Adoption
- TISSH-B
- Secondary Pastoral Leads Professional Learning Network

Y Gwasanaeth Seicoleg Addysg a Phlant a'r Tîm Iechyd Emosiynol Educational and Child Psychology Service and Emotional Health Team

- Gwasanaeth Cwnsela Annibynnol mewn Ysgolion - Pryder; Teulu; Straen
- Dull Gweithredu Ysgol gyfan mewn perthynas â Iechyd Meddwl a Lles Emosiynol ymyrraeth therapiwtig Bl.5 ac is
- Cysylltiadau â SpCAMHS – cyflwyno 'Schools In Reach', Plant sy'n Derbynn Gofal ac ati
- Cysylltiadau ag arweinydd gweithredu Fframwaith Dull ysgol gyfan at ganllaw fframwaith iechyd meddwl a lles
- Cysylltiadau â Partneriaeth
- Y gallu i ateb y diffyg galw e.e. Ceisiadau am oruchwyliaeth Tîm Bugeiliol
- Cyllid cynaliadwy

- Independent School based Counselling Service - Anxiety; Family; Stress
- Whole School Approach to Emotional and Mental Wellbeing therapeutic intervention Year 5 and below
- Links with SpCAMHS – 'Schools In Reach' roll out, LAC etc.
- Links with WSA to EMWB Framework Implementation Lead
- Links with Partneriaeth
- Capacity to meet demand shortfall e.g. Requests for Pastoral Team Supervision
- Sustainable funding

Cefnogaeth Gorfforaethol ar gael

Corporate Support available

Prosiectau Lles Ysgolion:

Hyrwyddwyr Iechyd a Lles

Mae ysgolion yn ethol Hyrwyddwr Staff.

1 fesul ysgol fel arfer, er bod ysgolion mwy o faint yn tueddu i ddewis sawl hyrwyddwr.

70+ Pencampwyr ar hyn o bryd. Mae pob Hyrwyddwr yn rhan o Dîm Microsoft, sy'n gweithredu fel yr offeryn cyfathrebu a ddefnyddiwn ar gyfer y cynllun.

Rhwydwaith Cefnogi Cymheiriaid Penaethiaid

Rhwydwaith cymorth cymheiriaid mewnol a ddatblygwyd i gefnogi lles penaethiaid.

Ar hyn o bryd mae 30+ o benaethiaid yn rhan o'r rhwydwaith. Wedi'i hunan-hwyluso, ond maent i gyd wedi derbyn dogfen hwyluso sy'n amlinellu diben y rhwydwaith a sut i gael gafael ar gymorth lles pellach, os oes angen. Rhoddir y penaethiaid mewn grwpiau cymorth cyfoedion sy'n cwrdd yn wythnosol.

Grŵp Ffocws Lles y Pennaeth

Mae 8 pennaeth wedi gwirfoddoli i fod yn rhan o grŵp ffocws sy'n ystyried lles penaethiaid Sir Gaerfyrddin ac yn edrych ar y ffordd orau o'u cefnogi. Ers ei sefydlu ym mis Tachwedd 2020, mae wedi helpu datblygu Rhwydwaith Cymorth Cymheiriaid penaethiaid a Siarter penaethiaid a Swyddogion.

Prosiect Cymorth Addysg – '5 Cam at Les Staff'

Prosiect cydweithredol rhwng CCC a Chymorth Addysg.

Bwriad yw cyfuno adnoddau mewnol (CCC) ac allanol (Cymorth Addysg) yn becyn hawdd ei drin i ysgolion gefnogi lles eu staff.

Mae'r '5 Cam' yn cynnwys: Hyrwyddwyr I a LI, Siarter Lles Staff, Archwiliad Lles Staff a Chynllun Gweithredu, Cyfleoedd Hyfforddi, Gofalu am Athrawon (Hwb Lles Cymorth Addysg). NT ac Anthony Priest (Cymorth Addysg) yn creu cyflwyniad i gyflwyno'r 5 cam i'r Ysgolion. Mae'r Adran Addysg am gyflwyno'r cyflwyniad i ysgolion, gan gyflwyno'r '5 Cam at Les Staff' yn nhymor y Gwanwyn.

Siarter y Pennaeth / Swyddogion /Ymrwymiad Staff Ysgolion,

Mae Siarter yn cael ei chynhyrchu ar y cyd rhwng penaethiaid a Swyddogion CCC.

Bydd Elin Forsyth ac Angharad Jones yn arwain ar hyn.

Schools' Wellbeing Projects:

Health and Wellbeing Champions

Schools elect a Staff Champion.

1 per school usually, although larger schools tend to choose multiple champions.

70+ Champions currently. All Champions are part of a Microsoft Team, which acts as the communication tool we use for the scheme.

Headteacher Peer Support Network

Internal peer support network developed to support the wellbeing of HTs.

Currently 30+ HTs are part of the network. Self-facilitated, but they have all received a facilitation document that outlines the purpose of the network and how to access further wellbeing support, if required. HTs are put into peer support groups and meet weekly.

Headteacher's Wellbeing Focus Group

8 HTs have volunteered to be part of a focus group that considers Carmarthenshire HTs' Wellbeing and looks at how to best support them. Since established in November 2020, it has helped to develop the HTs Peer Support Network and the HT and Officer Charter.

Education Support Project – '5 Steps to Staff Wellbeing'

Collaborative project between CCC and Education Support.

Intention is to combine internal (CCC) and external (Education Support) resources into a digestible package for schools to support their staff's wellbeing.

The '5 Steps' include: H&W Champions, Staff Wellbeing Charter, Staff Wellbeing Audit & Action Plan, Training Opportunities, Taking Care of Teachers (Ed Support Wellbeing Hub).

NT and Anthony Priest (Ed Support) creating a presentation to present the 5 steps to School. Education Department want to deliver the presentation to schools, introducing the '5 Steps to Staff Wellbeing' in the Spring term.

Headteacher & Officer Charter /Schools Staff Commitment,

A Charter is being collaboratively produced between HTs and CCC Officers. Sir Gâr

Elin Forsyth and Angharad Jones will lead on this.

Cefnogaeth ar gael

Hyfforddiant

Cadeiryddion Llywodraethwyr – cefnogi'r Pennaeth

3 sesiwn i dros 100 o Lywodraethwyr a Chadeiryddion Llywodraethwyr ysgolion
Gwybodaeth am y cymorth sydd ar gael ar gyfer penaethiaid; cyngor ar sut i gefnogi Lles eu penaethiaid

Rheoli Iechyd Meddwl yn y Gweithle

Mae 64 pennaeth wedi mynychu'r cwrs hwn
Darparwyd gan ACAS
I'w ailadrodd - i gynnig i bennaethiaid nad ydynt wedi mynychu

Grwpiau sy'n ymwneud â

Fforwm Arweinwyr Bugeiliol

Arweinir gan Angela Davies (Seicolegydd Addysg Arweiniol).
Disgwylir iddo gael ei lansio ym mis Gorffennaf ond fe'i gohiriwyd tan fis Tachwedd 2021.

Grŵp Ffocws Lles Strategol

Rhan o fodel 'Grŵp Ffocws Strategol' Addysg.
Dan arweiniad Angharad Jones (YCA).

Grŵp Ffocws Lles Penaethiaid

Gweler uchod

Lles Staff Yr Ysgol (anffurfiol)

Dal i fyny'n anffurfiol gydag Aeron Rees ac Angharad Jones i drafod cynnydd a'r wybodaeth ddiweddaraf am brosiectau a materion ac ati.
Fel arfer tua unwaith bob 6 wythnos.

Rhwysterau a Wynebir

Mynediad cyfyngedig i Bennaethiaid ac Ysgolion oherwydd argyfwng Covid - nid oes angen ateb.

Support available

Training

Chairs of Governors – supporting the HT

3 sessions to over 100 school Governors and ChoGs
Information about support available for HTs; advice on how to support their HTs' Wellbeing

Managing Mental Health in the Workplace

64 HTs have attended this course
Delivered by ACAS
To be repeated- to offer to HTs who haven't attended

Groups involved in

Pastoral Leads Forum

Lead by Angela Davies (Lead Education Psychologist).
Due to launch in July but postponed until November 2021.

Strategic Wellbeing Focus Group

Part of Education's 'Strategic Focus Group' model.
Led by Angharad Jones (ESA).

Headteachers' Wellbeing Focus Group

See above

School Staff Wellbeing (informal)

Informal catch up with Aeron Rees and Angharad Jones
to discuss progress and update on projects and issues etc.
Usually once every 6 weeks (approx.).

Barriers Faced

Restricted access to Headteachers and Schools due to the Covid crisis- no solution required.

Monitorau Co2 / Co2 Monitors

- Canllawiau a dderbyniwyd gan LIC ac wedi'u teilwra ar gyfer ysgolion (ynghlwm)
- Gall cronni CO2 mewn ardal neu ystafell ddangos bod angen gwella awyru
- Mae monitorau'n cael eu derbyn gan Lywodraeth Cymru a'u dosbarthu i bob Ysgol
- Mae canllawiau AR eisoes wedi gofyn i benaethiaid nodi ystafelloedd sydd wedi'u hawyru'n wael
- Darlleniadau digidol trwy system goleuadau traffig â chod lliw:
 - Gwyrdd
 - Ambr (Weithiau)
 - Ambr (Yn gyson)
 - Coch

- Guidance received from WG and tailored for schools (attached)
- Build-up of CO₂ in an area or room it can indicate that ventilation needs improving
- Monitors being received from WG and distributed to all schools
- RA guidance has already asked HTs to identify poorly ventilated rooms
- Digital readings via colour coded traffic light system:
 - Green
 - Amber (Occasionally)
 - Amber (Consistently)
 - Red

Awyriad / Ventilation

- Gall awyru da atal Covid rhag lledaenu
- Darlleniadau CO2 (Goleuadau Traffig):
 - Gwyrdd – Dim gweithredu
 - Ambr Yn Achlysurol – Ystyried camau gweithredu
 - Amber Gyson – Adrodd i'r Gwasanaethau Eiddo i drafod mesurau
- Coch - awyru gwael a dylid rhoi sylw iddo fel rhan o'r asesiad gofod
- Adrodd drwy e-ffurflen lle gellir ystyried asesu

- Good ventilation can prevent spread of Covid
- Co2 Readings (Traffic Lights):
 - Green – No action
 - Amber Occasionally – Consider actions
 - Amber Consistently – Report to Property Services to discuss measures
- Red - poor ventilation and should be addressed as part of space assessment.
- Report via e-form where assessment can be considered

Diolch | Thank you

Page 20

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Cyngor **Sir Gâr**
Carmarthenshire
County Council



Education and Children Scrutiny Committee 30th November 2021

Education Department's 10 Year Strategy

Purpose: We need to build on the improving practice which is already evident within the Education Service in order to deliver the same opportunity for all learners and consistently excellent outcomes. This strategy sets out a clear, shared vision for the role that education services play in the future development of vibrant communities and a prosperous economy in Carmarthenshire.

It will also:

- Provide an overview of **strategic thinking** over the next 10 years.
- Bring together our collective **vision**, mission statements and **priorities**.
- Provide a steady steer during a **time of change**.
- Provide **insight** into the golden thread from international, national and corporate policy
- **Reside as a high-level summary which contextualises our Business Planning processes and documentation.**

To consider and comment on the following issues:

1. Does the Strategy meet the aims as noted above?
2. Are the 20 Purpose Pieces relevant and reflect the County Council's aspirations?
3. Can the Strategy be improved in any way?

Reasons:

To formulate views for submission to the Cabinet for consideration

To be referred to the Cabinet for decision: **YES**

CABINET MEMBER PORTFOLIO HOLDER:- Cllr. Glynog Davies

Directorate - Education and Children's Services

Name of Head of Service: Gareth Morgans

Report Author: Gareth Morgans

Designations: Director of Education and Children's Services

Tel Nos. 01267 246522

E Mail Addresses:
EDGMorgans@sirgar.gov.uk

Education and Children Scrutiny Committee

30th November 2021

Education Department's 10 Year Strategy

Local authorities have many roles and responsibilities in relation to the provision of education services. The powers and duties of a local authority are in some cases general and in other cases quite specific. In regard to Education, Local Authorities operate within a statutory framework that places upon them, amongst others, the following general powers:

- Local authorities must contribute towards the spiritual, moral, mental and physical development of the community by securing that efficient primary and secondary education is available to meet the needs of the people in its area
- Local authorities must secure that their education and training functions are exercised with a view to promoting high standards and promoting the fulfilment of learning potential.
- Local authorities must also secure that sufficient schools for providing primary and secondary education are available for its area.
- Local authorities play a key role in the financing of schools.
- Local authorities have statutory duties to identify, assess and make provision for children's special educational needs.

The primary statutory role of safeguarding the welfare of children in Wales lies with local authorities as defined by Children Act 1989, the Children Act 2004 and Social Services and Well-being (Wales) Act 2014.

Inspections of **Local Government Education Services** are carried out under Section 38 of the Education Act 1997 which provides that Her Majesty's Chief Inspector of Education and Training in Wales (HMCI) 'may, and, if requested to do so by the Secretary of State, shall, arrange for any local authority to be inspected'. Such an inspection '*shall consist of a review of the way in which the authority are performing any function which relates to the provision of education for (a) persons of compulsory school age (whether at school or otherwise) or (b) for persons of any age above or below that age who are registered as pupils at schools maintained by the authority*'.

The starting point for inspection is the local authority's evaluation of its own performance, supported by relevant evidence including a clear strategy. Honest and thorough self-evaluation, alongside diligent risk assessment, enables local authorities to sustain and further develop good services, plan for improvement where necessary and make informed decisions about the efficient use of resources.

Our new proposed vision is ***Making sure every child and young person is valued and valued equally***. This vision is hopefully clear and concise and based on the principles of equality and equity.


DETAILED REPORT ATTACHED ?

YES

IMPLICATIONS

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

Signed:



Director of Education and Children's Services

Policy, Crime & Disorder and Equalities NONE	Legal YES	Finance YES	ICT NONE	Risk Management Issues YES	Staffing Implications YES	Physical Assets YES
--	---------------------	-----------------------	--------------------	--------------------------------------	-------------------------------------	-------------------------------

Legal- there is a requirement to adhere to Welsh Government legislation in regard to maintaining standards and safeguarding. In addition, Estyn, Her Majesty's Inspectorate for Education and Training in Wales, and CSSIW will be inspecting us.

Finance- The strategy is to be delivered within our current resources.

Risk Management Issues- If we do not meet our duties and responsibilities in regard to children and young people, there are risks in regard to the inspection by Estyn and CSSIW.

Staffing Implications- The strategy is to be delivered within our current resources.

Physical Assets- our aspirations in regard to the school footprint will be delivered via our MEP.

CONSULTATIONS

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

Signed:



Director of Education and Children's Services

1. Local Member(s)- NA

2. Community / Town Council- NA

3. Relevant Partners

- The Strategy has been drafted as a result of workshops with Senior Managers within the Education and Children's Services Department.
- Headteacher Workshops were held
- A Chairs of Governors workshop was held on the 4th of November.
- It has been shared with our regional service- PARTNERIAETH- in order that it impacts on their Business Plan.

4. Staff Side Representatives and other Organisations- Draft shared with Trade Union representatives in the Employee Forum Meeting on the

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED

YES

Cllr. Glynog Davies is supportive of the Strategy and has developed the introduction included in the document.

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

Title of Document	File Ref No.	Locations that the papers are available for public inspection
Inspections of Local Government Education Services		<u>What we inspect - Local government education services for inspections from 2021</u>
Education Act 1996		<u>Education Act 1996 (legislation.gov.uk)</u>
Moving Forward Carmarthenshire		<u>Moving Forward in Carmarthenshire: the next 5-years (gov.wales)</u>



Education Sir Gâr

2022-2032



The Future Direction of Education Services in Carmarthenshire

carmarthenshire.gov.wales/education

Cyngor Sir Gâr
Carmarthenshire
County Council



Contents

Introduction: Cllr Glynog Davies	2
Why do we need this Strategy? / Our Strategic Inverted Pyramid	3
Vision to 2032 and Values	4
Our Desired Outcomes 2022-2032.....	5
Purpose Pieces.....	6
Link to Well-being objectives	8
Appendix: Policy Background	9



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Introduction

On behalf of Carmarthenshire County Council, I am pleased to present this plan outlining the future direction of our Education Services.

Although local government is facing an uncertain time, due to Covid-19 and related financial challenges, we continue to provide hundreds of services on a day-to-day basis to our residents. Due to careful planning and strong leadership, I firmly believe that we are in an excellent position to further develop and ensure the County's future prosperity.

As a Cabinet, we have identified a number of key projects and programmes that we will strive to deliver. We believe that by delivering these projects and programmes we can contribute towards making Carmarthenshire the best place to live, work and visit.

Our ambitious plan seeks to continuously improve economic, environmental, social and cultural well-being in the County and by doing this we will ensure that our residents, communities, organisations and businesses are supported and enabled to develop and thrive for the benefit of our County. Where appropriate, and in the best interests of Carmarthenshire, we will work in partnership with relevant partners locally, regionally and nationally.

Our Corporate Strategy has been developed in line with the Wellbeing of Future Generations (Wales) Act 2015 and incorporates the key priorities within this plan. I look forward to realising the opportunities that this will bring.

A strong education system is one of the cornerstones for vibrant and cohesive communities and a prosperous economy and society. Our education system has been responding to all the changes being introduced focusing on:

- High-quality education services profession
- Inspirational leaders working collaboratively to raise standards
- Strong and inclusive schools and services committed to excellence, equity and well-being, and
- Robust assessment, evaluation and accountability arrangements supporting a self-improving system



There are over 27,000 learners registered in the County's schools. The Council has a vital role to provide the highest quality services to children, young people, families and learners in ways that best meet their specific needs. We will work to deliver the new Curriculum's four purposes in order that all our children and young people will be:



Ambitious, capable learners who are ready to learn throughout their lives.



Enterprising, creative contributors who are ready to play a full part in life and work.



Ethical, informed citizens who are ready to be citizens of Wales and the world.



Healthy, confident individuals who are ready to lead fulfilling lives as valued members of society.



We want to support our young people to fulfil their learning potential and we will continually strive to offer high standards of comprehensive education, increasingly in modern environments that are fully equipped for 21st century learning.

We also want to enable our pupils to become fully bilingual in Welsh and English. We will work to protect children and young people from harm by working with the whole family to address any issues.

Cllr. Glynog Davies

Cabinet Member with responsibility for Education and Children



Why do we need this Strategy?

We need to build on the improving practice which is already evident in order to deliver the same opportunity for all learners and consistently excellent outcomes.

This strategy sets out a clear, shared vision for the role that education services play in the future development of vibrant communities and a prosperous economy in Carmarthenshire.

It will also:

- ✓ Provide an overview of **strategic thinking** over the next 10 years.
- ✓ Bring together our collective **vision**, mission statements and **priorities**.
- ✓ Provide a steady steer during a **time of change**.
- ✓ Provide **insight** into the golden thread from international, national and corporate policy
- ✓ Reside as a **high-level summary** which contextualises our Business Planning processes and documentation.

This high-level strategy will be operationalised through our departmental and divisional plans and will also be evident in School Development Plans.

Our Strategic Inverted Pyramid



Vision to 2032

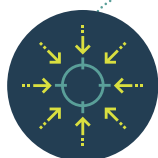
We will support all Carmarthenshire learners. We will ensure that they are happy, safe, are thriving, and are fulfilling their personal, social and learning potential. We will strive to become the best we can be and be highly regarded locally, whilst also earning national and international recognition.

Our Collective Moral Purpose

Making sure every learner is valued and valued equally.

Our Values

Our values underpin and guide the way that we work, the way we improve and the way we make decisions in our community.



Working collaboratively as one team

We recognise that by working together and making constructive connections we can make the best use of our resources for our communities



Focus on our learners

We work to improve the lives of the learners in our communities this is our focus and key purpose



Listen to improve

We will listen and engage with our learners to inform our improvement plans.



Aspire for excellence

We will remain vigilant and ensure that we deliver to the best of our abilities and always explore ways to improve what we do.



Act with Integrity

We will actively think about what is the right thing to do when presented with choices in a work situation



Take personal responsibility

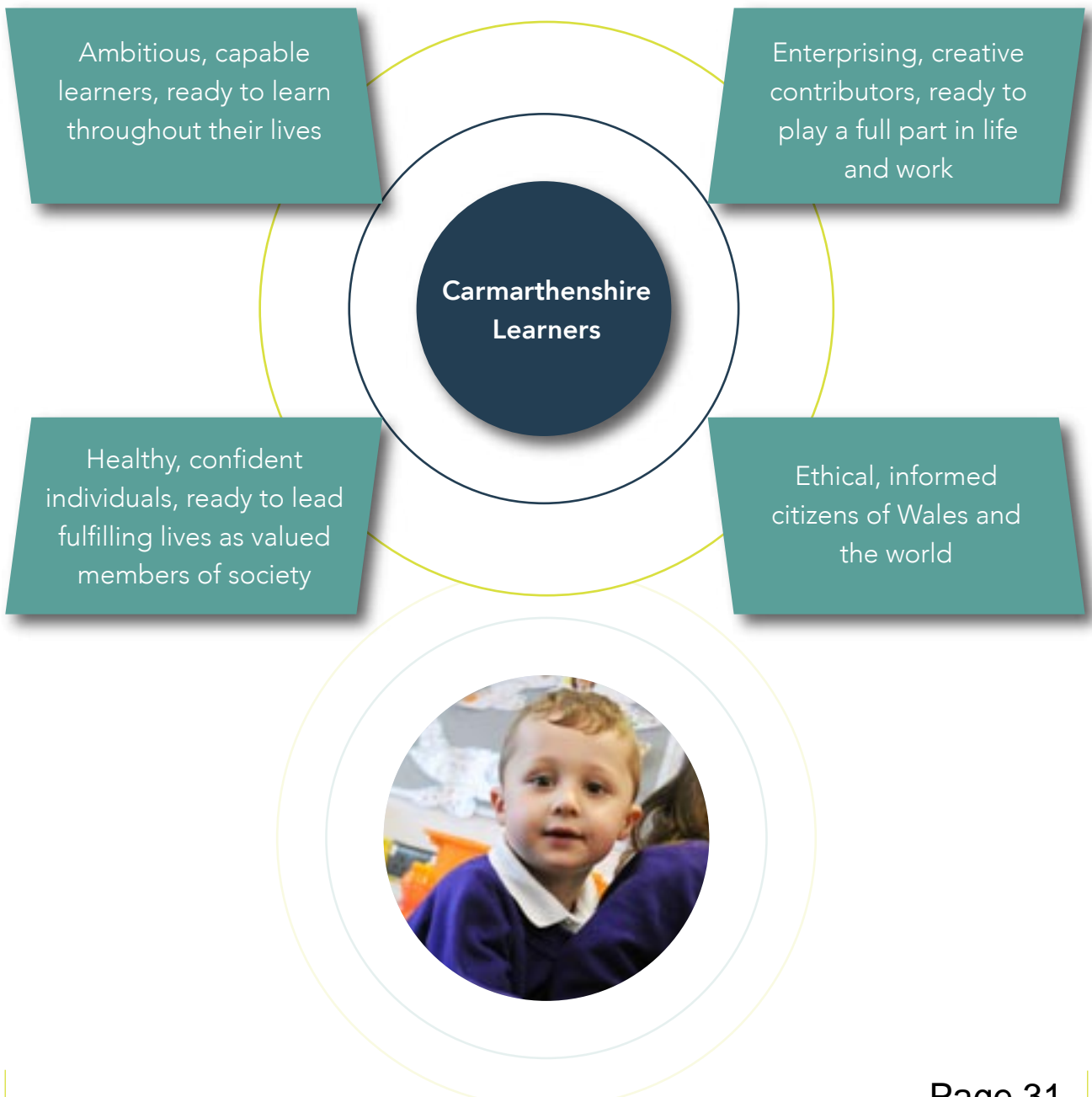
We will all consider how we support and apply these values so they actively underpin and guide the way we work.

Our Desired Outcomes 2022-2032

In Carmarthenshire we strive to provide our learners with the best possible education experience. We endeavour to develop the whole child/young person equipping them with the skills and knowledge they need for the next step in their learning or career pathway.

We are trying to achieve this at a time of increased demands on our resources and an increased focus on improving outcomes and attainment. Ultimately, we want to ensure that our learners are well educated, well informed and well qualified.

As a Department we have clear priorities focused around four key themes, tied into Education in Wales: Our National Mission. We will achieve our desired outcomes by realising our Purpose Pieces and the ideals of the new Curriculum for Wales.



PURPOSE PIECES

We will give every child the best start in life, improving their early life experiences and ensuring they live healthy lifestyles. We will protect children and young people from harm and work to ensure their emotional and physical wellbeing.

1

We will support all learners as we build on what they've learned and support and improve progress and achievement. We will ensure appropriate outcomes for ALL learners and ALL staff within the system.

2

We will develop an engaging curriculum that will support learners to realise their potential ensuring that they are 'Well Educated, Well Informed and Well Qualified' and enabling them to become effective global citizens.

6

We will develop a 'local curriculum' reflecting Carmarthenshire's unique history, geography and culture.

7

We will value the achievement of our learners and staff and celebrate their success.

11

We will work as ONE TEAM for the benefit of our children, young people and their families.

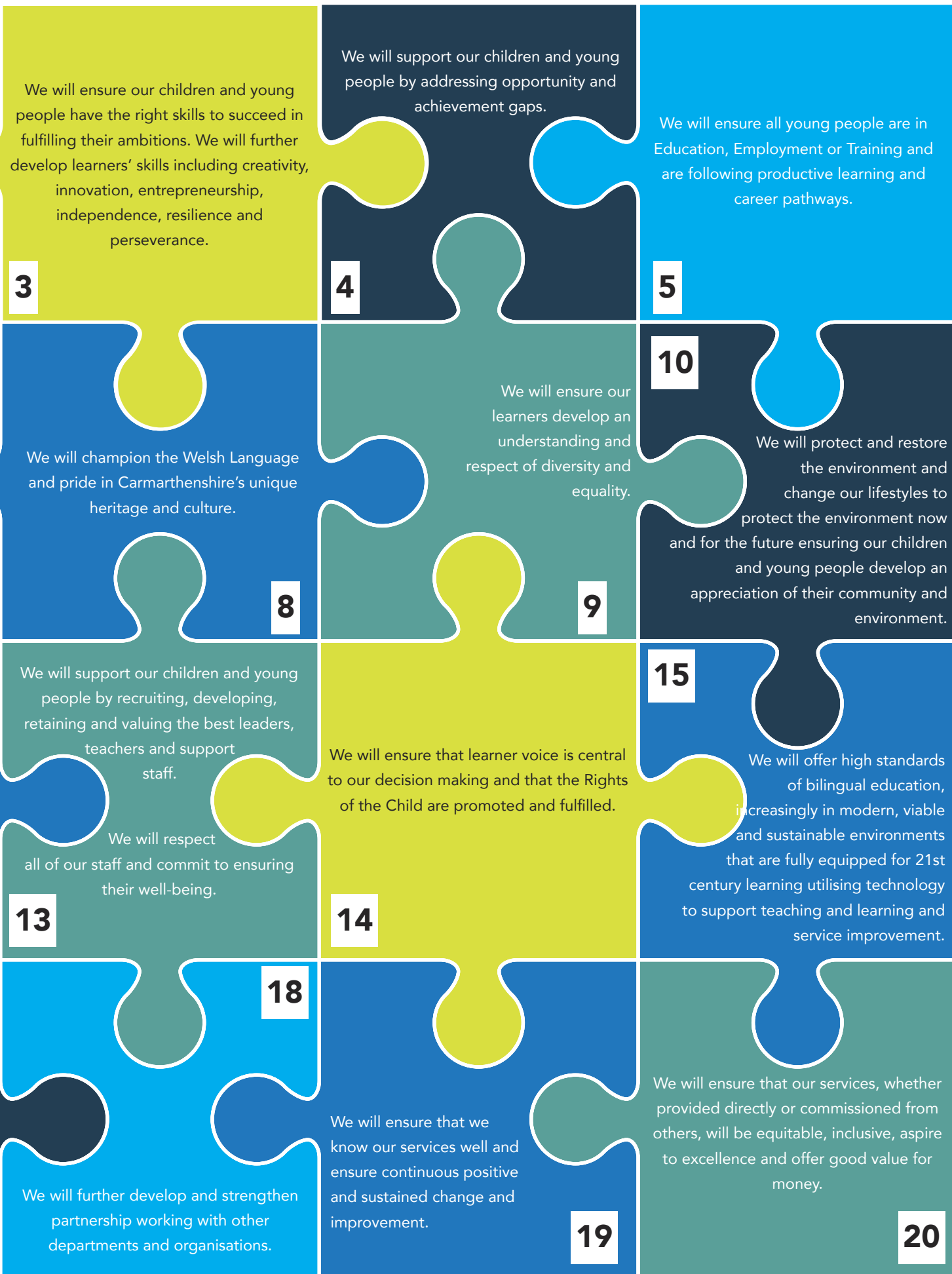
12

We will develop as an effective and efficient learning organisation for the benefit of our children, young people and staff.

16

We will engage with our learners in the design of our services and monitoring their success.

17



3 We will ensure our children and young people have the right skills to succeed in fulfilling their ambitions. We will further develop learners' skills including creativity, innovation, entrepreneurship, independence, resilience and perseverance.

4 We will support our children and young people by addressing opportunity and achievement gaps.

5 We will ensure all young people are in Education, Employment or Training and are following productive learning and career pathways.

8 We will champion the Welsh Language and pride in Carmarthenshire's unique heritage and culture.

9 We will ensure our learners develop an understanding and respect of diversity and equality.

10 We will protect and restore the environment and change our lifestyles to protect the environment now and for the future ensuring our children and young people develop an appreciation of their community and environment.

We will support our children and young people by recruiting, developing, retaining and valuing the best leaders, teachers and support staff.

14 We will ensure that learner voice is central to our decision making and that the Rights of the Child are promoted and fulfilled.

15 We will offer high standards of bilingual education, increasingly in modern, viable and sustainable environments that are fully equipped for 21st century learning utilising technology to support teaching and learning and service improvement.

13 We will respect all of our staff and commit to ensuring their well-being.

18 We will further develop and strengthen partnership working with other departments and organisations.

19 We will ensure that we know our services well and ensure continuous positive and sustained change and improvement.

20 We will ensure that our services, whether provided directly or commissioned from others, will be equitable, inclusive, aspire to excellence and offer good value for money.

Link to Well-being Objectives

Our Strategic Priorities will help address **Carmarthenshire County Council's Well-being Objectives** (WBO) incorporated within the Corporate Strategy 2018-2023 namely:

**WBO
1**

Best start in life

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

**WBO
2**

Help children live healthy lifestyles

A healthy lifestyle will help children to fulfil their potential and meet educational aspirations.

**WBO
3**

Support and improve progress, achievement and outcomes

Support and improve progress, achievement, and outcomes for all learners.

**WBO
4**

Tackle Poverty

Tackle poverty by doing all we can to prevent it, helping people into work and improving the lives of those living in poverty.

**WBO
10**

Environment

Looking after the environment now and for the future.

**WBO
12**

Promoting Welsh Language and Culture

Promote the vitality of the Welsh language together with the richness of Welsh culture and history within Carmarthenshire.

Appendix 1: Policy background

- a) **The United Nations Convention on the Rights of the Child, or UNCRC**, is the most complete statement of children's rights ever produced and is the most widely ratified international human rights treaty in history. Although all articles need to be viewed together due to their interdependence and equal worth, articles 3,12,13,14,19 28, 29 and 31 are particularly relevant in this current context.
- b) **Sustainable Development Goals (SDGs)** are a collection of 17 global goals set by the United Nations in 2015. Goal 4, 'ensuring inclusive and quality education for all and promoting lifelong learning' has been entrusted to UNESCO, as the United Nations' specialised agency for education. UNESCO leads and coordinates the Education 2030 agenda. The Education 2030 Framework for Action provides guidance for the implementation of this ambitious goal and commitments. The 2017 publication, 'A guide for ensuring inclusion and equity in education'¹ is intended to support education policymakers in embedding inclusion and equity in educational policy. The guide assists in reviewing how well equity and inclusion currently figure in existing policies and help to assist with identifying which actions are needed to improve and develop policies. This guide informs thinking in this area of evolving policy.
- c) **The Council's New Corporate Strategy, 2018-2023:** Moving forward in Carmarthenshire: This strategy sets out the direction for the local authority over the next five years, incorporating our improvement and well-being objectives as defined by legislation. It also includes the Executive Board's key projects and programmes for the next five years, a set of almost 100 priority projects and areas recently announced by Leader Cllr Emlyn Dole in his 'Moving Forward in Carmarthenshire' plan. The strategy outlines the council's vision for the future in 15 new objectives under four key themes- to support residents to start well, live well and age well in a healthy, safe and prosperous environment.
- d) **The Wellbeing of Future Generations Act (2015) (WBFGA)⁸** has been embraced by Carmarthenshire Local Authority as a vitally important overarching strategic document, in discharging its well-being duties. Carmarthenshire County Council's Well-being objectives map out our progress towards each of the 7 well-being goals. Departmentally, we contribute to a number of the Well-being objectives and take a lead in a number, e.g., as described in the 'Start Well' component of Carmarthenshire County Council's new Corporate Strategy 2018-2023⁹ (June 2018). For Example, The Education Department takes a lead on Well-being Objective 4: Reduce the number of young adults that are Not in Education, Employment or Training.

- e) **Education in Wales: our national mission (action plan 2017-21)**⁵ is Welsh Government's plan for ensuring that every young person in Wales has an equal opportunity to reach the highest standards via the new transformational curriculum currently being developed nationally. Four key enabling objectives are offered in pursuit of a transformative curriculum. These enablers are infused in our departmental working.
- f) **Professor Graham Donaldson's Successful Futures Report (2015)**⁷ provides the architecture for the new curriculum for Wales. Realising this initiative is integral to the reform Journey Wales has embarked upon and is strongly referenced in the national mission and in the work of the department.
- g) **Cymraeg 2050 aspires to realise a million Welsh Speakers by 2050**¹⁰. Carmarthenshire's Welsh in Education Strategic Plan (WESP) to 2020 lays the local foundations for this ideal. Within the context of equity, the WESP argues that all learners in all learning settings should derive benefit from the opportunity to become fluently and equitably bilingual. This is viewed as being inclusive for all learners in the respect that we aspire for all to be able to derive benefits from confident bilingualism.
- h) **Carmarthenshire's Welsh in Education Strategic Plan (WESP)** The purpose is to detail how we aim to achieve the Welsh Government's outcomes and targets outlined in their Welsh Medium Education Strategy (WMES). The WMES sets out the Welsh Government's vision for an education and training system that responds in a planned way to the growing demand for Welsh-medium education. The aim is to facilitate an increase in the number of people of all ages able to use the Welsh language with their families, in their communities and in the workplace. Carmarthenshire's WESP is a key vehicle for creating an improved planning system for Welsh-medium education.
- i) **The Social Services and Well-being Act came into force on 6 April 2016.** The Act provides the legal framework for improving the well-being of people who need care and support, and carers who need support, and for transforming social services in Wales.

The fundamental principles of the Act are:

- **Voice and control:** putting the individual and their needs, at the centre of their care, and giving them a voice in, and control overreaching the outcomes that help them achieve well-being.
- **Prevention and early intervention:** increasing preventative services within the community to minimise the escalation of critical need.
- **Well-being:** supporting people to achieve their own well-being and measuring the success of care and support.
- **Co-production:** encouraging individuals to become more involved in the design and delivery of services.

Agenda Item 6

Education & Children Scrutiny Committee
30th November 2021

Future Arrangements for School Engagement Sessions

To consider and comment on the following issues:

- Arrangements for engagement with schools during current limitations
- Additional considerations regarding school engagement sessions – timings, themes and formats of session

Reasons:

- Current limitations mean that scrutiny visits to schools are not possible. Education Services have therefore provided a new structure to allow scrutiny to ensure that evaluation and improvement is functioning effectively.
- The sessions will help scrutiny to oversee the quality of delivery by the local authority and, in doing so, to fulfil their democratic accountability functions. It will also provide scrutiny with an insight into how schools are preparing for significant changes in areas such as new curriculum and ALN
- Scrutiny members need to consider the format and approaches to the engagement sessions.
- Are the sessions focusing on the correct themes affecting schools at this current time?

To be referred to the Cabinet / Council for decision: No

CABINET MEMBER PORTFOLIO HOLDER:- Councillor Glynog Davies

<p>Directorate Education and Children Services</p> <p>Name of Head of Service: Aneirin Thomas</p> <p>Report Authors: Aneirin Thomas</p>	<p>Designations:</p> <p>Head of Education Services and Inclusion</p>	<p>Tel Nos. / E Mail Addresses:</p> <p>01267 246506 arthomas@sirgar.gov.uk</p>
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Executive Summary

Education & Children Scrutiny Committee

30th November 2021

Future Arrangements for School Engagement Sessions

Scrutiny School Engagement Sessions

Scrutiny should enhance both improvement, accountability, and transparency within the local authority. The Education Scrutiny Committee should focus on ensuring that schools are well supported to deliver high quality education to all pupils.

School engagement sessions should be used effectively as part of scrutiny's wider processes to:

1. hold Cabinet members to account for the quality and impact of the Council's services to support schools;
2. scrutinise the work of the Council with regard to the services provided to support schools, rather than using their accountability arrangements to hold schools to account;
3. scrutinise how effectively the local authority works with the regional consortium, understanding that accountability for regional consortia is through their Joint Committee or Company Board (see below);
4. monitor and scrutinise the use of statutory powers to support and improve schools causing concern, in particular secondary schools.
5. consider the impact of decisions to reorganise schools on the improvement of schools.

Direct and first-hand engagement with schools will provide valuable opportunities for members of scrutiny to better understand the impact that the local authority's support has on provision across our school system.

The engagement sessions can take the form of physical meetings to schools, use of digital technology or requesting schools to attend meetings in the council chamber.

Key themes for academic year September 2021.

	Theme	Approach
January 2022	Recovery from covid Wellbeing of staff	Remotely
Spring 2022	Preparedness for ALN transformation	Currently remotely
Summer 2022	Preparedness for Curriculum WESP	Currently remotely
Autumn 2022	MEP – buildings	School Visits

DETAILED REPORT ATTACHED?

YES

IMPLICATIONS

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

Signed: **Aneirin Thomas** **Head of Education and Inclusion**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets
NONE	NONE	NONE	NONE	NONE	NONE	NONE

CONSULTATIONS

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

Signed: **Aneirin Thomas** **Head of Education and Inclusion**

1. Local Member(s)- N/A
2. Community / Town Council- N/A
3. Relevant Partners - N/A
4. Staff Side Representatives and other Organisations - N/A

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED	N/A
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**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THERE ARE NONE

Title of Document	File Ref No.	Locations that the papers are available for public inspection

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School Engagement Sessions

Addysg a Phlant

2021

carmarthenshire.gov.wales

Cyngor **Sir Gâr**
Carmarthenshire
County Council



School Engagement Sessions (previously scrutiny school visits)

Scrutiny and School Improvement

The overarching purpose of school improvement is to help schools give learners the best possible learning experiences and outcomes.

Within the context of the new curriculum, this guidance aims to clarify the role of the school engagement sessions in fostering sustainable school improvement through a clear framework for evaluation, improvement and accountability.

In our approach, there is a clear distinction between **evaluation and improvement activities** and **accountability**. The majority of the energy and focus in the Carmarthenshire schools system should be on delivering school improvement, guided by effective self-evaluation, improvement planning and support in all schools. As part of evaluation and improvement, practitioners and school leaders should have the support and confidence to learn and improve their practice continually. This will enable them to thrive in a supportive and collaborative environment that will raise standards and ensure every young person can fulfil their potential.

Fundamental to the new arrangements is robust and continuous **self-evaluation** by schools. Effective self-evaluation will be complemented by professional dialogue between schools and the local authority, to agree on schools' **improvement priorities and support**. Informed by this, all schools will have a single, School Development Plan they are working towards.

Scrutiny and Accountability

The **accountability system**, in contrast, is the safety net to ensure that evaluation and improvement is functioning effectively. It should not drive school improvement activity, although it should ensure that problems are identified and addressed.

Therefore, alongside the improvement and support roles played by the local authority, the system requires effective democratic accountability and governance arrangements.

Accountability is for governance purposes. Information available and used for this purpose will help scrutiny to oversee the quality of delivery by the local authority and, in doing so, to fulfil their democratic accountability functions.

Democratic accountability in the local authority is critical to strengthening the middle tier's role in supporting schools and to monitor, challenge and improve the work it does as part of this role.

Scrutiny School Engagement Sessions

Scrutiny should enhance both improvement, accountability, and transparency within the local authority. The Education Scrutiny Committee should focus on ensuring that schools are well supported to deliver high quality education to all pupils.

School engagement sessions should be used effectively as part of scrutiny's wider processes to:

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3. scrutinise how effectively the local authority works with the regional consortium, understanding that accountability for regional consortia is through their Joint Committee or Company Board (see below);
4. monitor and scrutinise the use of statutory powers to support and improve schools causing concern, in particular secondary schools.
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Key themes for academic year September 2021/22

	Theme	Approach
January	Recovery from covid Wellbeing of staff	Remotely
Spring	Preparedness for ALN transformation	Currently remotely
Summer	Preparedness for Curriculum WESP	Currently remotely
Autumn 2022	MEP – buildings	School Visits

Estyn

Estyn's inspections of local authorities will be regular. The focus should be on the quality and impact of governance and accountability arrangements with regard to schools and the effectiveness of local authority to support schools and learners. This will include evaluating the effectiveness of democratic accountability arrangements in supporting schools.

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EDUCATION & CHILDREN SCRUTINY COMMITTEE – 30TH NOVEMBER 2021

FORTHCOMING ITEMS FOR THE NEXT MEETING TO BE HELD ON 23RD DECEMBER 2021

Agenda Item	Background	Reason for report
Tackling NEETs and Funding Challenges	<ul style="list-style-type: none"> • Counteracting NEETs is a WBO objective and an active consideration for school curriculum design, in support of pathways into FE/HE and the world of work • Two Youth Support Service Initiatives will be referenced with proposals for continuation of service following end of European Funding • Future funding/review- there is no certainty currently regarding the Government's response to ongoing funding of work to replace the gap left by European Social Fund. • Changes in funding arrangements (Families First and Housing Support Grant) will be referenced. • Work being led by Housing and Children's Services in relation to 16-25 Housing which may well influence NEET delivery post April 2022. 	Information alluding to the elements linked to NEET tracking and funding summarised within the 'background' section will be set out in further detail at the request of the Scrutiny and Children Committee for consideration and comment.
Items circulated to the Committee under separate cover since the last meeting		
<ul style="list-style-type: none"> • Revenue and Capital Budget Monitoring Report 2021/22 (as at 30th June 2021) • 2021/22 Quarter 1 Performance Report (1st April to 30th June 2021) 		
Items attached for information		
<ol style="list-style-type: none"> 1. The latest version of the Education & Children Scrutiny Committee Forward Work Programme 2021/22 2. The latest version of the Cabinet's Forward Work Programme 2021/22 		

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Education & Children Scrutiny Committee – Forward Work Programme 2021/22

25th May 2021 moved to 11 th June 2021	8 th July 2021	6th October, 2021 cancelled	30 th November 2021	23 rd December 2021	27 th January 2022	16 th March 2022	21 st April 2022
Children's Services (increased referral rates)	Attendance - Education Recovery Plan (catch up)	Wellbeing and Mental health / COVID19	Arrangements for School Engagement Sessions (and scrutiny liaison with schools)	Budget Consultation	"Covid Catch Up" report (including Scrutiny Liaison with Schools)	New Regional Collaboration Model	TIC Programme Update
Youth Support Services	Welsh in Education Strategic Plan	Tackling NEETs and funding challenges	MEP	Effectiveness of new ERW Model	Team Around the Family	Demand on Children's Services	Elective Home Education
ALN Transformation Action Plan	Children's Services (increased referral rates)		Education Dept 10 Year Strategy	Tackling NEETs and funding challenges	Budget Consultation		
School Engagement Sessions (Previously Scrutiny School Visits)			Mental health and wellbeing / Covid19 – staff and pupils (to include update on CO2 monitoring and ventilation in schools)				

The following "for information/update" reports are circulated to the Committee via e-mail throughout the year:-

- Budget Monitoring
- Annual Performance Report (Half Yearly)

Additional reports requested by the Committee:-

- Increasing costs of building materials and impact on MEP (circulated electronically)

Workshops to be arranged during the year:-

- Vocational Courses (possibly in conjunction with Social Care & Health Scrutiny Committee?)

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CABINET FORWARD WORK PROGRAMME 2021/22
as at 23/09/2021 (for the period September 2021 to September 2022)

Introduction

This plan is published to encourage and enable greater understanding between the Cabinet, all Councillors, the public and other stakeholders. It assists the Scrutiny Committees in planning their contribution to policy development and holding the Cabinet to account.

The plan gives the public and stakeholders a chance to see the forthcoming major decisions to be made by the Cabinet over the next 12 months. It is reviewed and published quarterly to take account of changes and additional key decisions.

WORKING DRAFT

CABINET FORWARD WORK PROGRAMME 2021/22
as at 23/09/2021 (for the period September 2021 to September 2022)

CHIEF EXECUTIVE

Subject area and brief description of nature of report	Responsible Officer	Cabinet Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Cabinet
ECONOMIC RECOVERY PLANS (TOWN CENTRES)	Jason Jones, Head of Regeneration	Resources	Community	25.10.21
CITY DEAL – PROCUREMENT UPDATE	Wendy Walters, Chief Executive	Leader	Community	31.01.22
EQUALITY AND DIVERSITY TASK & FINISH GROUP	Wendy Walters, Executive	Communities & Rural Affairs		8.11.22
WELSH GOVERNMENT CONSULTATION DOCUMENTS	Wendy Walters Executive	Deputy Leader	If applicable	As and when required
REVIEW OF COMMUNITY COUNCIL BOUNDARIES & ELECTORAL ARRANGEMENTS	Wendy Walters, Chief Executive	Resources		As and when required
REVIEW OF THE CONSTITUTION (LEGISLATION CHANGES) - CRWG	Linda Rees Jones Head of Administration & Law	N/A CRWG - FEB	N/A	As And When Required
CITY DEAL UPDATE (INCLUDING PENTRE AWEL)	Wendy Walters Chief Executive	Leader		As & When Required

WORKING DRAFT

CABINET FORWARD WORK PROGRAMME 2021/22
as at 23/09/2021 (for the period September 2021 to September 2022)

COMMUNITY SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Cabinet
DIRECTOR OF SOCIAL SERVICES ANNUAL REPORT 2021/22	Jake Morgan – Director of Communities/Silvana Sauro	Social Care & Health	07/07/21 & 08/07/21	13/09/2021
DOG BREEDERS LICENCE UPDATE (Change of Policy / Legislation – awaiting WG confirmation)	Jonathan Morgan – Head of Homes and Safer Communities/ Roger Edmunds	Public Protection		TBC
PROVIDING ADDITIONAL PITCHES FOR GYPSIES AND TRAVELLERS IN THE LLANELLI AREA	Jonathan Morgan – Head of Homes and Safer Communities/Rachel Davies	Housing	TBC	18/10/2021
HRA BUDGET SERVICES CHARGES AND RENT SETTING 2022/23	Jonathan Morgan – Head of Homes and Safer Communities/Rachel Davies	Housing		January 22
CHS+ DELIVERING WHAT MATTERS BUSINESS PLAN	Jonathan Morgan – Head of Homes and Safer Communities/ Rachel Davies/ Gareth Williams	Housing	February 2022	February 2022 (Budget)

WORKING DRAFT

CABINET FORWARD WORK PROGRAMME 2021/22
as at 23/09/2021 (for the period September 2021 to September 2022)

CORPORATE SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Cabinet
BI-MONTHLY REVENUE AND CAPITAL BUDGET MONITORING REPORTS	Chris Moore Director of Corporate Services	Resources	N/A	SEPT NOV JAN MARCH
QUARTERLY TREASURY MANAGEMENT AND PRUDENTIAL INDICATOR REPORT	Chris Moore Director of Corporate Services	Resources	N/A	SEPT/OCT JAN APR
ANNUAL TREASURY MANAGEMENT & PRUDENTIAL INDICATOR REPORT	Chris Moore Director of Corporate Services	Resources	N/A	JULY
BUDGET OUTLOOK	Chris Moore Director of Corporate Services	Resources	N/A	JULY
5 YEAR CAPITAL PROGRAMME	Chris Moore Director of Corporate Services	Resources	ALL JAN/ FEB	JAN
COUNCIL TAX BASE	Chris Moore / Helen Pugh	Resources	N/A	DEC
Council Tax Reduction Scheme	Chris Moore / Helen Pugh	Resources	N/A	FEB
BUDGET STRATEGY (Revenue and Capital)	Chris Moore Director of Corporate Services	Resources	ALL JAN/ FEB	JAN
HIGH STREET RATE RELIEF	Chris Moore Director of Corporate Services /Helen Pugh	Resources	N/A	March
CORPORATE RISK REGISTER	Chris Moore Director of Corporate Services / Helen Pugh	Resources	- Audit Committee March & SEPT	
TREASURY MANAGEMENT POLICY AND STRATEGY	Chris Moore Director of Corporate Services	Resources	N/A	FEBRUARY – BUDGET MEETING
FINAL BUDGET Revenue & Capital	Chris Moore Director of Corporate Services	Resources	N/A	FEBRUARY – BUDGET MEETING
HOUSING REVENUE ACCOUNT BUDGET AND RENT SETTING REPORT	Chris Moore Director of Corporate Services	Resources	HOUSING	FEBRUARY BUDGET MEETING
BUDGET STRATEGY	Chris Moore Director of Corporate Services	Resources	N/A	NOV

CABINET FORWARD WORK PROGRAMME 2021/22
as at 23/09/2021 (for the period September 2021 to September 2022)

WORKING DRAFT

CABINET FORWARD WORK PROGRAMME 2021/22
as at **23/09/2021** (for the period September 2021 to September 2022)

EDUCATION & CHILDREN'S SERVICES

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Cabinet
MODERNISING EDUCATION PROGRAMME – MUTUAL INVESTMENT MODEL -DEED OF ADHERENCE	Simon Davies – Head of Access to Education	Education & Children		27/09/2021

WORKING DRAFT

CABINET FORWARD WORK PROGRAMME 2021/22
as at 23/09/2021 (for the period September 2021 to September 2022)

ENVIRONMENT

Subject area and brief description of nature of report	Responsible Officer	Executive Portfolio	Scrutiny Committee to be consulted	Date of expected decision by Cabinet
HIGHWAYS MAINTENANCE MANUAL	Steve Pilliner - Head of Transportation & Highways/ Chris Nelson/ Richard Waters	Environment	EPP 4/10/21	25/10/21
LEQ	Ainsley Williams	Environment	EPP 4/10/21	25/10/21
FUTURE WASTE STRATEGY	Ainsley Williams / Dan John	Environment	4/10/21	25/10/21
EQUESTRIAN STRATEGY	Steve Pilliner - Head of Transportation & Highways /Caroline Ferguson	Environment	EPP 12/11/21	22/11/21
ELECTRIC VEHICLE STRATEGY	Steve Pilliner / Simon Charles	Environment	EPP 12/11/21	6/12/21
PUBLIC CONVENIENCES	Ainsley Williams. Head of Waste & Environmental Services Rhys Davies	Environment	EPP 16/12/21	January 22

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EDUCATION & CHILDREN SCRUTINY COMMITTEE

Thursday, 8 July 2021

PRESENT: Councillor D. Price (Chair)**Councillors:**

S.M. Allen, L.R. Bowen, K.V. Broom, J.M. Charles (in place of D.T. Williams), R. James (in place of B. Thomas), J.P. Jenkins, B.W. Jones, D. Jones, G.R. Jones, M.J.A. Lewis, E.M.J.G. Schiavone, E.G. Thomas a M. Stephens

Co-Opted Members:

A. Enoch – Parent Governor
V. Kenny – Roman Catholic Church Representative

Also in attendance:

Councillor G. Davies – Executive Board Member for Education and Children

The following Officers were in attendance:

G. Morgans, Director of Education & Children's Services
J. Morgan, Director of Community Services
S. Davies, Head of Access to Education
A. Rees, Head of Curriculum and Wellbeing
A Thomas, Head of Education Services and Inclusion
J.G. Buck, Performance & Information Officer
E. Forsyth, Principal Challenge Advisor
C.S. Griffiths, Welsh Language Development Manager
N. Thomas, Service Manager
N. Jackman, Service Manager
S. Sauro, Performance, Analysis & Systems Manager
R. James, Performance Planning & Business Officer
R. Lloyd, Democratic Services Officer
J. Owen, Democratic Services Officer
S. Rees, Simultaneous Translator

Virtual Meeting - 10.00 am - 12.55 pm**1. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors B. Thomas and D.T. Williams.

2. DECLARATIONS OF PERSONAL INTEREST INCLUDING ANY PARTY WHIPS ISSUED IN RELATION TO ANY AGENDA ITEM.

Councillor	Minute Item(s)	Nature of Interest
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Cllr. Vera Kenny	10	Noreen Jackman is Cllr's. daughter.
Cllr. Darren Price	9	Prejudicial interest as wife is a Lecturer at UWTSD.

There were no declarations of party whips.

3. PUBLIC QUESTIONS (NONE RECEIVED)

The Chair advised that no public questions had been received.

4. ANNUAL REPORT OF THE STATUTORY DIRECTOR OF SOCIAL SERVICES ON THE PERFORMANCE OF SOCIAL CARE SERVICES IN CARMARTHENSHIRE 2020/21

The committee considered a report by the Director of Social Services on the performance of Social Care Services in the county setting out its challenges of an unprecedented year due to COVID-19 and relates to performance for the year 2020-21. Members were informed that there was a statutory requirement for the Director of Social Services to report annually on delivery and performance, as well as plans for the improvement of the whole range of social services.

The Executive Board Member for Education advised that the department is under a lot of pressure due to increase in demand for help where Children's Services have proved very effective and have prioritised via the Regional Partnership Board arrangement. The Social Work teams and day services staff have remained in contact with carers and provided support when necessary; many of the staff have either achieved or are undertaking the Investors in Carers Award which is an acknowledge of the support provided to carers and all Social Work teams have been identified Carers Champions.

The Regional Safeguarding Board and associated subgroups have continued to meet virtually; being part of a Regional Multi Agency Covid response group which met weekly having assurance regarding safeguarding responses during the pandemic and have continued to work within the new All Wales Adult Protection Procedures and Carmarthenshire has led on several developments across the region including the development of a Covid Threshold document and training and are well prepared for the implementation of the new Liberty Protection Safeguards in 2022.

Following publication of the report, Care Inspectorate Wales (CIW) and the Welsh Government will complete their analysis and review of the report. There will be a formal meeting with CIW in October to discuss their analysis and proposed plan. This will be followed by an Annual Letter to Council in late November/early December, confirming their analysis and inspection plan. The process will link in closely with the Wales Programme for Improvement and the Annual Letter from the Wales Audit Office.

Questions and observations raised:-

- Clarity was sought on the provision of joint disability service for children, young people aged 0-25 and their families based on need and not on age where it appears that provision during Summer holidays are predominantly in the Heol

Goffa, Llanelli area and not shared across the north and east of the county. Comprehensive clarification has since been provided on this issue which relates to costs as children with complex needs have extra pressure. The Director of Education and Children advised that there are other activities in the pipeline whereby Welsh Government have given additional funding of £270k and are currently working with many partners to provide activities across Carmarthenshire and the programme is currently being finalised.

- Asked who is present at the Pod Meetings? The Director of Community Services advised that it is an important element on how the service operates and the Service Manager advised that each pod is formed by 3 x Social Workers, psychologists and lead by a Team Manager with a Child and Family Practitioner within looking at how to manage behaviours with an Unit Co-ordinator recording minutes with each case discussed every 6 weeks.
- Asked about Home Education and how are the children not educated at home reached in Carmarthenshire. The Director of Education advised that Welsh Government have claimed that they are going to legislate over this and get the children to be registered but there is no statutory obligation to do this.
- The figures on the report were questioned about NEETs and further information was sought. The Director of Community Services advised that there is evidence to support this.

RESOLVED that:

- The Director of Community Services arrange for the Care Leavers Data to be made available to the members.
- The Authority write to the new Minister at Welsh Government in relation to Home Education.
- The report be received.

5. CARMARTHENSHIRE COUNTY COUNCIL ANNUAL REPORT 2020-21

The Committee considered a report with an update on the wellbeing objectives relevant to Education and Children Scrutiny. The report concluded that 2020/21 was a year like no other due to the impact of the COVID-19 Pandemic. The vast majority of the Council's services had to adapt and change, with many being shut down completely for long periods of the year. For this reason, it is not possible for the 2020-21 Annual Report to act as a progress report on previous performance or as a comparator with other local authorities. The report reflects the actions the Council had to take to support its residents, communities and businesses through the pandemic. With many staff being redeployed to assist in the pandemic response and many set to work to aid recovery the Council's priorities had to shift significantly to face the challenges presented by the pandemic

The Deputy Leader and the Executive Board Member for Education and Children's Services presented the committee with the report detailing the importance of giving every child the best start in life; improving their early life experiences; helping them live healthy lifestyles, support and improve progress, achievement for all learners and to ensure all young people are in Education, Employment or Training (EET) following productive learning and career pathways.

The report reflects the actions the Council had to take to support its residents, communities and businesses through the pandemic. With many staff being re-

deployed to assist in the pandemic response and many set to work to aid recovery the Council's priorities had to shift significantly to face the challenges presented by the pandemic.

Wellbeing objectives were measured by success and in May, 2020 the Future Generations Commissioner published the [Future Generation Report 2020](#) on the progress of the Act over the last 5 years and made a number of recommendations for public bodies, which are considered as part of the future service planning and development.

UNANIMOUSLY RESOLVED that the report be received.

6. EDUCATION & CHILDREN SCRUTINY ANNUAL REPORT 2020-21

The Committee were presented the report which has been prepared in order to comply with Article 6.2 of the Council's Constitution which states that a Scrutiny Committee must "Prepare an annual report giving an account of the Committee's activities over the previous year." The report provides an overview of the Community Scrutiny Committee's work during the 2020/21 municipal year

UNANIMOUSLY RESOLVED that subject to change in attendance of 2 x Councillors that the report be received.

7. INTERIM RECOMMENDATIONS REPORT (TASK & FINISH)

The Committee were presented with an Interim Recommendations report in order to feed into the department's plans on how we are going to consult being mindful that urgent solutions are required from Welsh Government on school categorisation.

UNANIMOUSLY RESOLVED that:-

- the Interim Recommendations Report go to Executive Board for approval
- the report be received.

8. EDUCATION RECOVERY PLAN "STEPPING FORWARD"

The Committee were presented with a report giving an overview of the Education Department's Covid response and how findings are shaping strategic plans for moving forward ensuring that schools are being supported to meet the needs of vulnerable learners.

The Executive Board member for Education advised that the aim of the report is to confirm that schools meets the support on vulnerable learners and its importance that the department recognise the gaps and the need to adapt to change with safeguarding education and health being important factors.

The Director of Education and Children advised that this report will be utilised with the Corporate Management Team and the Executive Board to give a reflection on where we are currently.

The following questions/observations were raised on the report:-

- Asked how we monitor the wellbeing and standards of education of children taught at home and the ones that move around regularly. The Director of Education and Children advised the team has expanded and now have more qualified officers visiting families and having engagement with them – parents can follow any curriculum and learning path that they want – advice and guidance is given and with the funding that's been received from Welsh Government they can be supported giving them access to examinations.
- Asked if an extensive exit is conducted with Headteachers to establish why their retiring given that there is pressure on leadership at schools with all systematic changes occurring? The Director of Education and Children advised that there is a combination of reasons; albeit, health, family, wellbeing.
- Asked about the Wales' new curriculum being mandatory in secondary schools a year later than planned with no delay for primary schools. The Director of Education and Children advised that the Education Minister has advised that secondary schools could introduce it later due to Covid challenges and this will be discussed in a Headteacher's meeting scheduled for w/c 12th July, 2021. The Head of Curriculum and Wellbeing advised that the new curriculum is currently being trialled and envisage that all schools in Carmarthenshire will embark.
- Concerns on the workload of Headteachers. The Head of Education and Inclusion Services advised that they've relaxed the workload e.g. Estyn inspections have been delayed until Spring 2022, testing aid assessment process and reports to parents.
- Asked about the levels of progression on Vulnerable Learners. The Head of Education and Inclusion advised that some schools requested further support on vulnerable learners and worked closely with Headteachers to look at most effective methods in wellbeing with officers across the department collated advice and guidance to schools.
- Clarity was sought on the drop in attendance in secondary schools. The Head of Education and Inclusion service advised that he writes to schools every Friday and the correspondence reminds them of the legal requirement to complete the register in a timely manner; to note that coding has been an issue on the register i.e. if their isolating or part of a bubble but new coding will be introduced in September, 2021.

UNANIMOUSLY RESOLVED that:-

- The report go to Executive Board and CMT
- that the report be received.

9. WELSH IN EDUCATION PLAN (WESP)

[NOTE: Councillor D. Price had earlier declared an interest in this item.]

The Committee were presented with the first draft of the new 10 year WESP prior to formal public consultation (Autumn Term 2021)

The Executive Board member for Education advised that the aim is to reach 1m welsh speakers by 2050 to enable our tourism, sports and arts industries to thrive.

The new plan will be introduced in September, 2022.

Welsh Government have made it clear that it is mandatory that Welsh is mandatory from 3 years old and English from 7 years old.

The Head of Curriculum & Wellbeing presented the Committee with a powerpoint presentation on how to promote parity of esteem between vocational and academic routes in Welsh education, expand the Welsh Language early years provision, expand the Pupil Immersion Programme and introduce a pilot project which will incentivise young Welsh speakers to return from universities to help teach Welsh in schools with bilingualism, multilingualism and plurilingualism.

Building Wesp around Carmarthenshire following 7 points to strengthen its purpose:

- More nursery children (aged 3) following their teaching of Welsh-medium education
- More reception children (aged 5) following their teaching through the medium of Welsh
- More children improving language skills when transferring from one stage of their statutory education to another (progression progress)
- More learners to study for qualifications in Welsh as a subject and subjects through the medium of Welsh
- More opportunities for learners to use Welsh in different contexts in schools
- Increase provision for learners with ALN, in line with the new ALN Act
- Increase the number of teachers able to teach Welsh and through the medium of Welsh

It was noted that 2 x Headteacher meetings had been held and feedback has been good working together in developing Wesp with the objective that all children are bilingual by the age of 11 and, with Welsh Immersion methodology in Foundation Phase, that children become adeptly bilingual by the age of 7.

Questions and observations raised:-

- Asked if jobs are safe? The Head of Curriculum and Wellbeing confirmed that redundancies are not to be associated with this agenda and staff will be supported to develop professionally by engaging in a comprehensive and flexible training programme.
- Asked to expand on the Headteacher meetings; the Head of Curriculum and Wellbeing advised that in the English Medium session there was discussion around the step by step approach to taking on stakeholder comments; discussed staff capacity, training and programmes for governors planned for the Autumn and consultation with communities of the schools and discussions on how to support Headteachers for more training. Welsh medium School Headteachers talked about: having a pilot in Carmarthenshire to promote the recruitment of more teachers; Welsh medium vocational paths; multilingualism; setting the bar high to have 3 languages in place for learners. There is willingness amongst the Headteachers of both Welsh and English Stream but some had expressed reservations on how to put it into action but, overall, officers felt they had benefitted from detailed and appropriate discussions with them as Wesp develops further into the autumn, with more opportunities to engage with Heads and Governors.

- Observation made that as part of the journey it's important to teach parents and their children so that they understand the process and they are part of the journey with us and the need to do a lot of work with the parents. The Chair advised that there is a communication plan in place when developing this Wesp and are engaging with non-statutory organisations.

UNANIMOUSLY RESOLVED that the report be received.

10. CHILDREN'S SERVICES (INCREASED REFERRAL RATES)

[NOTE: Councillor V. Kenny had earlier declared an interest in this item.]

The Committee were presented with a report to look at the increase in contacts and referrals within Children's Services advising of the elevated levels of activity within the service and the implications should this pattern continue.

The Executive Board member for Education advised that CRT covers the whole of Carmarthenshire providing a single point of contact for anyone who has concerns over a child's welfare. The Team deal with all new contacts and referrals into Children's Services which has provided a more consistent approach to decision-making. As well as responding to concerns, the team also provides information, advice and support to children, families, members of the public, professionals and other agencies.

Since the pandemic contact and referrals have gradually increased throughout the year with 141 more referrals than in 2020 and staffing issues.

The following questions/observations were raised on the report:-

- Concern was raised over staffing within the team. The Service Manager advised that staffing has been and is a challenge with sickness and have managed to secure 1 new staff member but not reaped the benefits due to ongoing staff shortage but have been fortunate to have had staff drafted in from preventative service to help catch up with the back log. The Director of Education and Children advised that this team does require specific skills In order to deal with the demands and need a range of expertise and has to be very experienced people brought in from other teams to help support and are currently considering having an apprenticeship scheme in the department so they can support those teams in an effective way
- Clarity was sought on the 9 Stage 1 complaints received in relation to Children's Services; 5 only of which were upheld. The Service Manager made it clear that none of the complaints were in relation to not being able to get hold of the team and that whenever a complaint is dealt with they are put on an Action Plan to learn from.
- Asked if CRT are in contact with schools to promote opportunities that Carmarthenshire County Council has for employing people. The Director of Education and Children has had conversations with schools on how to engage and share these opportunities to show the young people the range of job prospect within the County Council with the developments of the new curriculum giving an opportunity to work with schools sharing this information in choosing the correct career path for the future.

UNANIMOUSLY RESOLVED that:-

- The report goes before CMT and Executive Board due to concerns around staffing to assess the team and pressures their under.
- the report be received.

11. EXPLANATION FOR NON-SUBMISSION OF SCRUTINY REPORT

There were none.

UNANIMOUSLY RESOLVED that the information be noted.

12. FORTHCOMING ITEMS

UNANIMOUSLY RESOLVED that the list of forthcoming items to be considered at the next scheduled meeting on the 6th October, 2021 subsequent to the following inclusions in the Impact of Mental Health Report on

- Headteacher and Leader perspective
- Assessment of Mental Health of teachers and pupils and what support there is moving forward

13. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COMMITTEE HELD ON THE 11TH JUNE, 2021

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Committee held on 11th June, 2021 be signed as a correct record.

CHAIR

DATE