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FRIDAY, 24 NOVEMBER 2023

TO: ALL MEMBERS OF THE EDUCATION, YOUNG PEOPLE & THE WELSH LANGUAGE SCRUTINY COMMITTEE

I HEREBY SUMMON YOU TO ATTEND A MEETING OF THE EDUCATION, YOUNG PEOPLE & THE WELSH LANGUAGE SCRUTINY COMMITTEE WHICH WILL BE HELD IN THE CHAMBER - COUNTY HALL, CARMARTHEN. SA31 1JP AND REMOTELY AT 10.00 AM ON FRIDAY, 1ST DECEMBER, 2023 FOR THE TRANSACTION OF THE BUSINESS OUTLINED ON THE ATTACHED AGENDA

Wendy Walters

CHIEF EXECUTIVE

Democratic Officer:	Julie Owens
Telephone (direct line):	01267 224088
E-Mail:	juowens@carmarthenshire.gov.uk
This is a multi-location meeting. Committee members can attend in person at the venue detailed above or remotely via the Zoom link which is provided separately.	
The meeting can be viewed on the Authority's website via the following link:- https://carmarthenshire.public-i.tv/core/portal/home	

Wendy Walters Prif Weithredwr, *Chief Executive*,
Neuadd y Sir, Caerfyrddin. SA31 1JP
County Hall, Carmarthen. SA31 1JP

**EDUCATION, YOUNG PEOPLE & THE WELSH LANGUAGE
SCRUTINY COMMITTEE**

PLAID CYMRU GROUP -

Cllr. Carys Jones
Cllr. Liam Bowen
Cllr. Kim Broom
Cllr. Peter Hughes Griffiths
Cllr. Betsan Jones
Cllr. Hefin Jones
Cllr. Jean Lewis

LABOUR GROUP -

Cllr. Lewis Davies
Cllr. Dot Jones
Cllr. Edward Skinner
Cllr. Michael Thomas

INDEPENDENT GROUP -

Cllr. Sue Allen

Vacancy

UNAFFILIATED -

Cllr. Sean Rees

NON ELECTED VOTING MEMBERS –

Rev. Delyth Richards
Vera Kenny

Church in Wales Representative
Roman Catholic Church Representative

ELECTED VOTING PARENT GOVERNOR MEMBERS -

Ashley Butcher
Anthony Enoch
Vacancy

Parent Governor Representative - Area 1 - Dinefwr
Parent Governor Representative - Area 2 - Carmarthen
Parent Governor Representative - Area 3 - Llanelli

A G E N D A

- 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. REVIEW OF SUPPLY STAFF ARRANGEMENTS IN CARMARTHENSHIRE** 5 - 18
- 5. SCHOOL RECRUITMENT AND STAFFING UPDATE** 19 - 50
- 6. THE MUSIC SERVICE** 51 - 64
- 7. SCRUTINY ACTIONS UPDATE** 65 - 72
- 8. EXPLANATION FOR NON-SUBMISSION OF SCRUTINY REPORT** 73 - 76
- 9. FORTHCOMING ITEMS** 77 - 96
- 10. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COMMITTEE HELD ON THE 9TH OCTOBER 2023** 97 - 104

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Agenda Item 4

**EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE
SCRUTINY COMMITTEE
1ST DECEMBER 2023**

REVIEW OF SUPPLY STAFF ARRANGEMENTS IN CARMARTHENSHIRE

Purpose:

To provide a review of whether current external provision is cost effective and whether there is scope for an in-house service provision.

The Scrutiny Committee Is Asked To:-

Review and assess the information contained in Report and provide any recommendations, comments, or advice to the Cabinet Member and / or Director prior to the report's consideration by Cabinet.

Reason(s)

To allow the Committee to review the current provision and alternatives to take provision forward.

Cabinet Member Portfolio Holder:- Cllr Glynog Davies - Cabinet Member for Education and Welsh Language

Directorate:
Education and Children's Services

Name of Head of Service:
Aneirin Thomas

Report Author:
Julie Stuart

Designations:

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EXECUTIVE SUMMARY
EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE
SCRUTINY COMMITTEE
1ST DECEMBER 2023

REVIEW OF SUPPLY STAFF ARRANGEMENTS IN CARMARTHENSHIRE

SUMMARY OF PURPOSE OF REPORT.

The purpose of this report is to provide the Committee with information in relation to current Supply Staff arrangements in Carmarthenshire, to include a review of whether current external provision is cost effective and whether there is scope for an in-house service provision.

The report will explore:

- 1] Why and how schools engage supply staff.
- 2] The context in terms of the NPS Supply Teacher Framework and the Agency Workers Regs, and the impact on supply staff remuneration.
- 3] The impact on pay progression for Supply Teachers paid via payroll.
- 4] The daily cost variation between agency and direct employment.
- 5] Welsh Government's commitment to establishing a National Supply Pool for Wales.
- 6] Agency spend since 2019.
- 7] Options for reducing supply costs.

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 Services

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

3. Finance

The purpose of this report is to share information for further discussion.

An inhouse agency will require staffing and the FTE requirement will be influenced by the forecasted ongoing level of demand for agency staff. Many schools have had surplus balances following the covid period that have been funding additional staffing. With the surpluses depleting, it is possible that agency levels will reduce.

It is already noted in the report that there is little difference in the daily cost difference between employed and agency, with many other factors to consider.

Further detailed analysis and costing forecasts will be worked on prior to any decisions being taken.

6. Staffing Implications

Direct employment i.e. payment via payroll, whilst increasing the Authority's Payroll team workload and giving access to the LGPS / Teachers' Pension Scheme, may also impact Supply Teachers entitlement on pay progression and pay portability, and ultimately redundancy, thus potentially increasing the cost to schools.

An in-house supply agency, in addition to the implications noted above, will have resource implications in terms of maintaining and managing associated systems.

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

Include any observations here

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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Adolygiad o Drefniadau Staff Cyflenwi yn Sir Gaerfyrddin **Review of Supply Staff Arrangements in Carmarthenshire**



EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

Introduction

Supply staff play an important role in ensuring that schools can continue their daily routine with minimum disruption to pupils and their learning.

The purpose of this report is to provide the Committee with information in relation to current Supply Staff arrangements in Carmarthenshire, to include a review of whether current external provision is cost effective and whether there is scope for an in-house service provision.

The report will explore:

- 1] Why and how schools engage supply staff.
- 2] The context in terms of the NPS Supply Teacher Framework and the Agency Workers Regs, and the impact on supply staff remuneration.
- 3] The impact on pay progression for Supply Teachers paid via payroll.
- 4] The daily cost variation between agency and direct employment.
- 5] Welsh Government's commitment to establishing a National Supply Pool for Wales.
- 6] Agency spend since 2019.
- 7] Options for reducing supply costs.

Why?

Schools use supply staff for various reasons, such as:

- To cover short-term, unplanned absences due to sickness, training or other reasons.
- To cover longer-term absences due to maternity leave, long-term sickness, or permanent vacancies.
- To respond to additional pressures where the likely duration of the need for additional staff is unclear i.e. to work with ALN pupils awaiting assessment.
- To save time and resources on pre-employment screening.
- Flexibility around terminating supply arrangements.
- To avoid accruing a redundancy liability.

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How?

Supply staff are engaged in one of two ways i.e. via agency or employed directly via the Local Authority.

Where the chosen route is via agency, it is the agency's responsibility to undertake background checks, including Right to Work, DBS, references and EWC Registration. The agency is also responsible for paying the supply staff and will charge the employer a fee for this service.

Where employed directly, it is the employer's responsibility to undertake background checks and to process payment via payroll. Payment via payroll will entitle the supply staff to membership of the appropriate pension scheme, TPS or LGPS depending on the role.

National Procurement Service – Supply Teachers Framework (NPS)

The Supply Agency Framework of the National Procurement Service, which operates on a geographical lot basis, was established in 2019.

The current framework came into effect from September 2023. As with previous arrangements, the aim of the Welsh Government Corporate Procurement (WGCP) Supply Agency Framework Agreement is to help schools recruit temporary staff through a national framework for Wales, which provides fairer pay and conditions for agency Supply Teachers, professional development opportunities and assurances to schools that agencies have met the minimum agreed requirements.

The revised framework continues to operate on a geographical lot basis, managed by the Welsh Government's Corporate Procurement (WGCP) Service. There are 23 approved agencies on the framework for the Carmarthenshire area currently, covering English and Welsh-medium schools.

The framework introduced a minimum daily pay rate for qualified Teachers - those who hold Qualified Teacher Status (QTS) working as Supply Teachers; this is in line with the current published School Teacher's Pay and Conditions (Wales) Document (STPCD). This minimum pay rate is to protect qualified Teachers. However, there is nothing to prevent

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

schools / agencies paying higher daily rates if appropriate. The rate is based on the current published Teachers Main Pay Range ($M2 \div 195 \text{ days} = \text{daily rate}$).

Of course, schools are free to engage qualified Supply Teachers from wherever they feel appropriate to meet the needs of their school (under Local Management of Schools Framework as outlined in the Staffing of Maintained Schools (Wales) Regulations 2006). However, using a commercial Supply agency from the NPS Framework provides schools with assurances that minimum quality standards and statutory safeguarding obligations are met.

Whilst not legally enforceable, it is recommended that if a Carmarthenshire school is using an agency, they enter into a voluntary supply agency pledge whereby they only procure from agencies identified on the NPS Framework Approved Supply Agencies and commit to a minimum daily rate of $M2 \div 195 \text{ days}$. The only exception will be that when agencies on the NPS framework are unable to supply a suitably skilled Teacher, the school will be able to approach alternative agencies but with a commitment to pay as a minimum, the M2 pay rate.

Agency Workers Regulations 2010

The Agency Workers Regulations 2010 gives agency workers the entitlement to the same basic employment and working conditions as if they had been recruited directly, if and when they complete a qualifying period of 12 weeks in the same job.

Whilst this technically allows the employer to pay a lower salary during the first 12 weeks of the placement, it is Carmarthenshire County Council's established position to pay the job evaluated rate for of pay from Day one.

Direct Employment of Supply Teachers

Teachers paid via payroll, who have completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year as specified in the School Teachers Pay & Conditions (Wales) Document will also be eligible for pay progression. Whilst it is unlikely that Supply Teachers will be able meet the requirements to progress to the Upper Pay Range, it is entirely possible that, in time, they will reach the top of the Main Pay Range (M6).

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

Cost

Given the minimum daily pay rate for qualified Teachers, as noted above, and the commitment to paying the Job Evaluated grade for support staff engaged via agency from Day one, even when the agency fee is included, the cost to the school is likely to be no greater than the cost of direct employment when access to TPS / LGPS, and the potential for pay progression is factored in.

For comparison purposes, this is an estimate of the daily cost of both options:

Teachers	Minimum Daily Rate	Maximum Daily Rate
Direct LA Employment*	£213.52 (M2)	£294.95 (M6)
Agency#	£199.99	£314.87

* Paid via payroll, including on-costs (assuming a TPS part-time election has been made)

Including Agency Fee

In-House Agency

An in-house agency will be piloted from April 2024, to cater for the needs of Social Care, which will involve a mixture of annualised hours contracts and casual staff. This system will require investment both in terms of staffing and IT solutions. I am led to believe that the Communities Department have allocated two full-time members of staff to work on the pilot.

Depending on the success of the pilot, there may be scope to extend their remit to include Teachers and school support staff. It is likely, however, that schools or the Education Department will need to allocate a resource to help manage the function.

The salary costs associated with this model will be on a par with the direct employment as detailed above.

National Supply Pool for Wales

The Welsh Government committed to 'develop options for a sustainable model of supply teaching with fair work at its heart'. On the 6th December 2022, the Minister for Education and Welsh Language, Jeremy Miles, made an oral statement in the Senedd whereby he

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agreed to procure and implement an online booking platform for all maintained schools and Local Authorities in Wales wishing to employ supply staff directly.

The Welsh Government has partnered with Teacher Booker, an online platform, to create the National Supply Pool for Wales, providing Teachers with direct supply work opportunities from schools and potential eligibility for the Teachers' Pension Scheme.

Welsh Government has already paid the software license fee which gives LAs, school users, Supply Teachers, and support staff free access.

Implementation of the National Supply Pool for Wales will be a staggered across all LAs in Wales. It started with one LA (Anglesey) on 1st September 2023, and will eventually be rolled out across every LA in Wales. In the meantime, supply staff are being invited to register on the platform to ensure that they have created their profile ready for when this platform is rolled out in their Local Authority area over the coming months.

The National Supply Pool for Wales:

- Supplies schools throughout Wales with the ability to book Supply Teachers and temporary workers directly through the platform.
- Enables Supply Teachers to become part of a comprehensive network of supply staff accessible to schools across the country. Showcasing their skills, experience, and availability, increasing their chances of securing rewarding placements.
- Provides access to the Teachers' Pension Scheme (TPS) when working on supply via the platform.

Teacher Booker, which is already established in England, operates on two levels currently, one being an all-inclusive Manage Recruitment Service from candidate attraction and vetting right through to payroll management. The other option allows LAs / Schools to book a Supply Teacher via the Teacher Booker site, but payment is made by directly via the LA's Payroll system. It is assumed that Teacher Booker will be responsible for undertaking the background checks in both cases but how exactly this will work and what information will be shared with the School / LA remains unclear.

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

Whilst there is likely to be a cost for the all-inclusive option, which includes the payroll element, it is unclear what this cost will be and it also remains unclear whether Teacher Booker will be granted admitted Body Status to the Teachers Pensions and Local Government Pension Schemes, which will undoubtedly impact the price payable by the school / LA. It is also unknown at this stage whether Teachers engaged via this route will be paid in accordance with the STPCD which could lead to pay progression for those who meet the criteria, thus increasing the cost year on year.

However, given that Welsh Government has already paid the software license fee on behalf of schools and LAs in Wales, we anticipate that the second option where the LA administers the payroll is unlikely to attract a fee equivalent to the agency fee currently payable to the Supply Agencies on the NPS Framework. The cost of employing via Teacher Booker in this way is therefore likely to be on a par with the direct employment as detailed above.

Agency Spend

	2019/20	2020/21	2021/22	2022/23	Total
Primary Schools	£3,798,554	£2,870,818	£6,688,326	£7,705,429	£20,866,128
Secondary Schools	£1,191,937	£559,015	£1,729,288	£2,141,159	£5,621,400
Total Agency Spend	£4,990,491	£3,429,833	£8,417,614	£9,649,588	£26,487,528

These figures do not include the cost of supply staff employed directly and paid via payroll, which equates to a further £404,368 in 2022/23.

It should be noted that schools benefited from a significant amount of grant funding following the pandemic to aid the recovery of schools and to support their return to normal business. Given that the funding was primarily awarded for the purpose of recruiting additional Teaching and support staff, when considered alongside the uncertainty around the duration of the funding, it is likely that a large proportion of the additional staff engaged during this period were agency staff paid for by the various grants.

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

Further analysis is necessary, but it is possible that the increase in agency spend during the period reviewed could be linked to the grant funding received, and therefore, with the reduction or withdrawal of these grants, we may see a reduction in the overall agency spend.

Possible Options for Reducing Supply Costs

Schools generally engage Teachers, Cover Supervisor and Teaching Assistants on a supply / casual basis, though other staff may occasionally be engaged.

Teaching Assistants are straightforward in that they are usually engaged to cover absent Teaching Assistants or vacant Teaching Assistant posts. The situation in relation to Teachers, however, is less clear as the decision to engage a Teacher or a Cover Supervisor depends on the nature of the work to be undertaken, and the duration of the engagement, which varies from case to case.

Cover Supervisors and Supply Teachers with Qualified Teacher Status (QTS) are different roles.

A qualified School Teacher is a person who holds Qualified Teacher Status (QTS) and registration in the category of 'School Teacher' with the Education Workforce Council (EWC), whereas a Cover Supervisor is required to register in the category of 'school learning support worker'.

Cover supervision occurs when there is no active teaching taking place and should only be used for short-term absences. Cover supervision can be delivered by an appropriately graded and skilled individual; they do not have to hold QTS. The role is to supervise the classroom setting, ensuring learners complete the pre-prepared work they have been assigned. Cover supervisors should not be expected to undertake any form of specified work i.e. planning, preparation and assessment; the Education Workforce Council (Main Functions) (Wales) Regulations 2015, as amended, sets out who can undertake 'specified work'.

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

The cost of a Cover Supervisor via agency ranges between £126 and £155 per day including fee, which represents saving of between £74 and £160 per day when compared with a Teacher.

There is evidence to suggest that some schools may be engaging Teachers to undertake work which they could be reasonably undertaken by a Cover Supervisor at a fraction of the cost.

However, where the likely duration of a Teacher's absence is unknown, the school may find that their need changes from a Cover Supervision for the first day or two to needing to engage a Teacher if / when the absence continues, which potentially creates more work for the school and impacts continuity for pupils. Therefore, it may be that Cover Supervisors are recommended for planned short-term absences where the duration of the need is known.

Recognising that Cover Supervisors can be a cost-effective means of covering short-term Teacher absences, 75% of our Secondary Schools have employed up to four permanent Cover Supervisors (22 in total) on contract, working an average of 6 hours per day. This is a practice that some of our larger Primary Schools are considering implementing as a means of reducing their reliance on agency staff.

Analysis suggests that employing a Cover Supervisor on a permanent 30-hour contract only generates a saving after an average of 130 or 168 days of cover, depending on whether the school usually covers absences with Agency Supply Teachers or Cover Supervisors. There are, however, other benefits associated with directly employing a Cover Supervisor, such as improved continuity, and as they will be part of the school community, they can support with other duties and pastoral work, as well as managing in a way that fits the school's ethos and behaviour management routines.

Whilst not all absences can be avoided, and it is unknown at this stage what proportion of cover is sickness related, it may be possible to reduce the need for supply cover by introducing more robust sickness management procedures. Active absence management within a school could have a positive impact on the level of intermittent / short-term absences

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

and help bring longer-term absences to a speedier conclusion. This is an area where HR Business Partners can add value, working directly with Headteachers and their Senior Leadership Teams, to provide training and support, as well as analysis of absence data.

Conclusion

When considering whether to move from the current arrangements to an alternative model i.e., direct employment, in-house supply agency or Teacher Booker, it may be prudent to consider the purpose / motivation for doing so.

Is it the intention to seek out a cheaper model to generate efficiencies, or simply a model which provides a better employment experience for the Teacher / Support Staff regardless of the cost implication?

Whilst, at a glance, the figures associated with Agency spend are alarming, initial analysis suggests that none of the alternative models discussed above would result in savings to the school or LA.

A change of approach to covering short-term Teacher absences with a Cover Supervisor, however, could generate some efficiencies with minimum impact on pupils and their learning.

However, regardless of the model adopted, a combined approach is recommended, which involves better absence management, to reduce the amount of supply cover needed, whilst ensuring that the cost of any incoming supply cover is as cost effective as possible.

Agenda Item 5

**EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE
SCRUTINY COMMITTEE**

01/12/2023

SCHOOL RECRUITMENT AND STAFFING UPDATE

Purpose:

Report to provide an update on the current position of recruitment in schools. Report includes-

- recruitment and retention figures.
- statistics on Welsh language medium teachers.
- statistics on the number of students applying for and completing Post Graduate Certificates and
- how many students are completing Post Graduate Certificates through the medium of Welsh.

The Scrutiny Committee Is Asked To:-

Review and assess the information contained in Report and provide any recommendations, comments, or advice to the Cabinet Member and / or Director.

Reason(s)

To enable the Committee to keep abreast of the current position on school recruitment.

Cabinet Member Portfolio Holder: -

Cllr Glynog Davies - Cabinet Member for Education and Welsh Language

Directorate:

Education and Children's Services

Name of Head of Service:

Aneirin Thomas

Report Author:

Elin Forsyth

Designations:

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Strategic Lead for school Effectiveness.

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EXECUTIVE SUMMARY

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

01/12/2023

RECRUITMENT AND RETENTION IN EDUCATION

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

The purpose of this report is to enable the Education, Young People and the Welsh Language Scrutiny Committee to keep abreast of the current position on school recruitment, in line with their request for information.

Educational and children's services departmental officers are working alongside a consultative group of school leaders and teachers to better understand the recruitment challenge within education and to establish potential solutions and ways ahead.

In addition, all secondary headteachers have been consulted seeking their views on the challenge of recruitment.

The work is being conducted through the Strategic Focus group for Leadership and aims to understand the challenge from a 'Carmarthenshire' perspective, within the context of the national context.

The report focusses on:

1. **Understanding the challenge**

2. **Addressing the challenge:**

- Professional development programmes
- Marketing the benefits of working in education in Carmarthenshire
- The Carmarthenshire recruitment process.

3. **Recommendations**

Overarching Recommendations for consideration:

1. **Marketing and media:** Develop a recruitment campaign promoting Carmarthenshire as an attractive place to live and to work within education. Funding for this campaign is required.
2. **Professional development:** Develop a Carmarthenshire Leadership Academy, drawing together all aspects of national and local professional development, mentoring and coaching. Emphasis also required on the robust, wellbeing support that is routinely available for school leaders as well as on Welsh Language development.
3. **Recruitment:** Further strengthen the user experience during the recruitment processes, with a particular emphasis on maintaining engagement in the initial stages of job seeking searches through to the application submission and interview processes. Engage with Higher Education

institutions, nationally.

4. **Addressing the staffing need:** consideration needed of sharing or pooling staffing across schools / LA in order to meet demand, for example, teaching assistants, supply staff, business support staff, ALNCO, IT support staff. Consideration also required of split roles, possibly undertaking admin and TA duties. Apprenticeships to be explored as well as flexible working patterns.
5. **The Learning offer:** confirm the expectations in relation to the curriculum provision at secondary level to ensure effective and efficient staff/ pupil ratios across schools as well as equity of access to the learning offer.

DETAILED REPORT ATTACHED?	YES
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IMPLICATIONS

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

Signed: Aneirin Thomas

Head of Education and Inclusion Services


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

2. Finance

Recommendation: **Marketing and media:** Develop a recruitment campaign promoting Carmarthenshire as an attractive place to live and to work within education. Funding for this campaign is required. If the scrutiny committee agrees to this recommendation, relevant funding will need to be sourced.

5. Risk Management Issues

Failing to address the recruitment and retention challenge faced by schools could result in a lack of leadership across Carmarthenshire schools, a lack of teaching staff as well as support / auxiliary staff. (*Corporate Risk Register - CRR190028 - School Leadership - Our ability to recruit and retain high quality and resilient school leaders who can respond to and deal with the transformation of education in Wales*)

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED- YES	Include any observations here
Section 100D Local Government Act, 1972 – Access to Information	
List of Background Papers used in the preparation of this report: THESE ARE DETAILED BELOW:	
Title of Document	File Ref No.
Education Workforce Statistics	Locations that the papers are available for public inspection
	https://www.ewc.wales/site/index.php/en/about-us/policy-and-research/workforce-statistics#school-learning-support-workers
The Gatsby Report	https://www.bing.com/ck/a?!&&p=24fefbf6782e10b4JmltdHM9MTcwMDY5NzYwMCZpZ3VpZD0xNmYzZWEzZS1INzgxLT Y3ZjgtMTZiMy1mOTMzZTZmOTY2MmEmaW5zaWQ9NTlwOA&ptn=3&ver=2&hsh=3&fclid=16f3ea3e-e781-67f8-16b3-f933e6f9662a&psq=the+gatsby+report&u=a1aHR0cHM6Ly93d3cuZ2F0c2J5Lm9yZy51ay9lZHVjYXRpb24vcmlvbn3J0cw&ntb=1
Carmarthenshire Education Department School Staff Report	 2023-09-19 Adroddiad Adran Addysg Sir Gar (Staff Ysgol) - Carmarthenshire Education Department Report (School Staff).pdf.
Education Workforce Council Research	National education workforce survey (ewc.wales) About - National Leadership Wales (nael.cymru)

Recruiwio a Chadw Athrawon, Cynorthwywyr
Addysgu a Phenaethiaid yn Sir Gaerfyrddin

Recruitment and Retention of Teachers,
Teaching Assistants and Headteachers in
Carmarthenshire

Rhagfyr 2023 / December 2023



sirgar.llyw.cymru
carmarthenshire.gov.wales

Cyngor Sir Gâr
Carmarthenshire
County Council



Page 23

The purpose of this report is to enable the Education and Children’s services scrutiny Committee to keep abreast of the current position on school recruitment, in line with their request for information.

Addressing the challenge

Educational and children’s services departmental officers are working alongside a consultative group of school leaders and teachers to better understand the recruitment challenge within education and to establish potential solutions and ways ahead.

In addition, all secondary headteachers have been consulted seeking their views on the challenge of recruitment.

The work is being conducted through the Strategic Focus group for Leadership and aims to understand the challenge from a ‘Carmarthenshire’ perspective, within the context of the national context.

Dr David Egan of Cardiff metropolitan university is interested in our work and has invited us to contribute to current research that he is undertaking in order to understand the challenges and potential solutions from a national perspective.

Our consultative work has focussed on:

	Page
1. Understanding the challenge	3 - 15
2. Addressing the challenge: <ul style="list-style-type: none"> ➤ Professional development programmes ➤ Marketing the benefits of working in education in Carmarthenshire ➤ The Carmarthenshire recruitment process. 	16 - 27
3. Recommendations	28

Section 1: Understanding the challenge:

This report provides an update on:

1. the current workforce within Education in Carmarthenshire
2. the current position of recruitment in schools
3. recruitment and retention figures
4. statistics on Welsh language medium teachers
5. statistics on the number of students applying for and completing Post Graduate
6. the number of students completing Post Graduate Certificates through the medium of Welsh.
7. Current leadership context – acting headteachers, federated headteachers, etc
8. Current vacancies (temporary or permanent?)

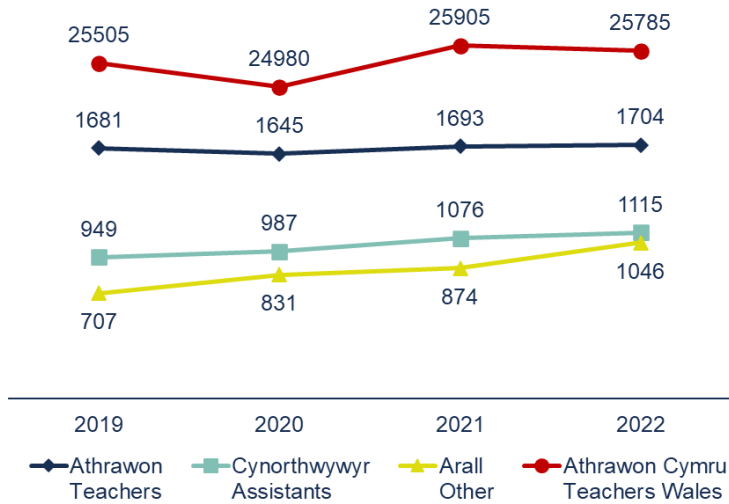
Useful Contextualised information:

Education Workforce Statistics

<https://www.ewc.wales/site/index.php/en/about-us/policy-and-research/workforce-statistics#school-learning-support-workers>

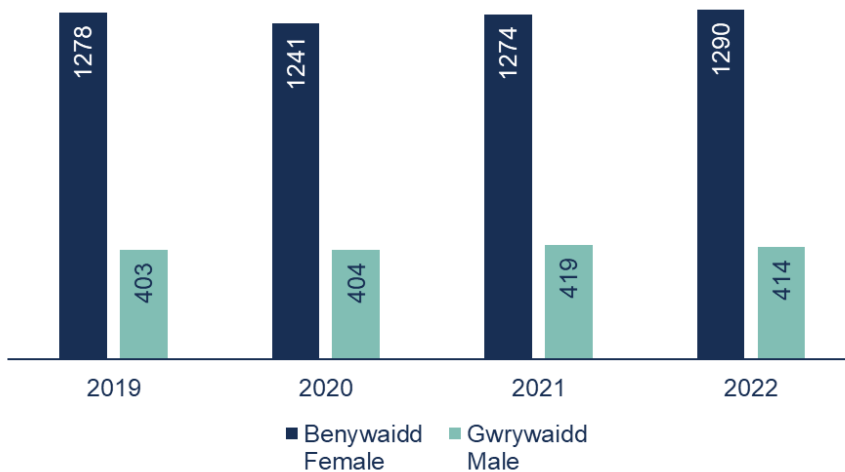
1. The current workforce within education in Carmarthenshire:

Trosolwg o Staff Ysgol Sir Gâr
Overview of Carmarthenshire School Staff



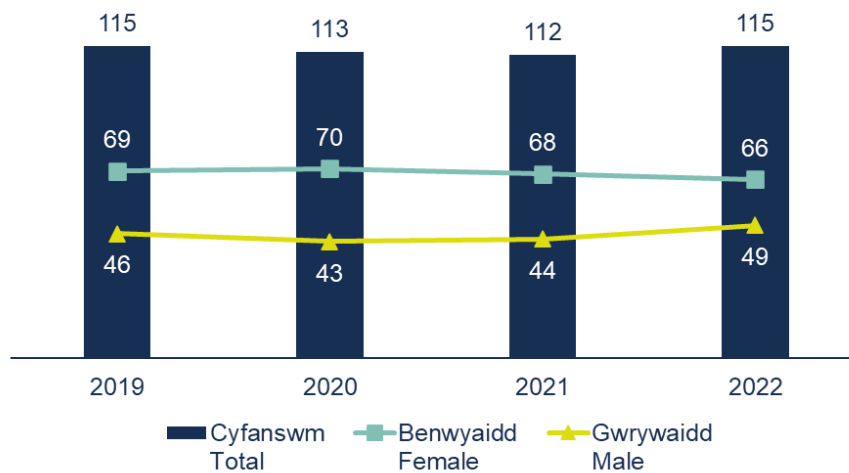
- The number of Teachers in Carmarthenshire has increased from 1,681 in 2019 to 1,704. This is an increase of 1.4% over the period.
- Comparatively, Wales has seen an increase from 25,505 teachers in 2019 to 25,785 in 2022 – a 1.1% increase.

Athrawon Sir Gâr gan Rhyw
Carmarthenshire Teachers by Sex



- There are three female teachers for each male teacher (3:1).
- This is consistent with the female-male ratio in Wales.

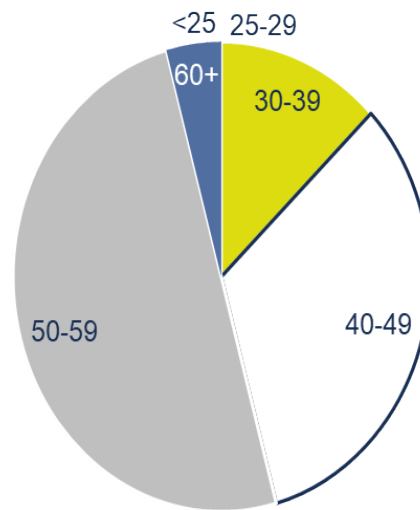
Trosolwg o Bennaethiaid Sir Gâr
Overview of Carmarthenshire Heads



- Of the approximate 115 Headteacher roles between 2019 and 2022, the majority have been fulfilled by female staff – between 57% and 62%.
- However, the number of Headteacher positions fulfilled by males reached a high of 43% in 2022 and is trending towards equity in the numbers of female and male staff in headship roles.
- Although the number of female teaching staff is significantly more than male, only 5% of all female teachers are Headteachers. However, this is slightly better than the 4.5% in all of Wales.
- Conversely, 12% of male teachers in Carmarthenshire are Headteachers, which is nearly 4% higher than the national rate in Wales – 8.3%.

Proffil Oedran Pennaethiaid (2022)
Head teacher Age Profile (2022)

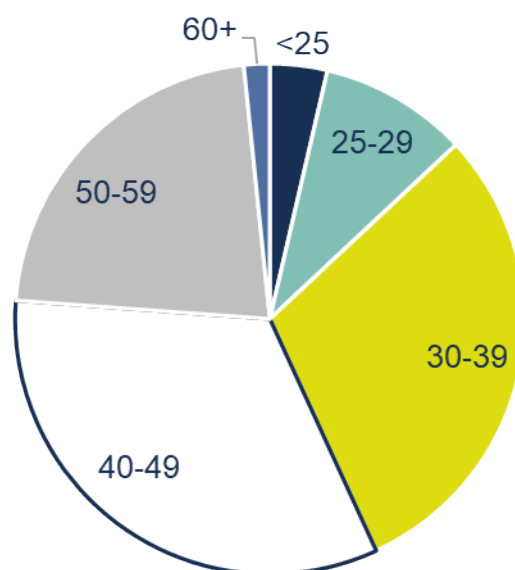
Year	<25	25-29	30-39	40-49	50-59	60+
2019	0.0%	1.0%	7.3%	38.5%	52.1%	1.0%
2020	0.0%	0.0%	9.8%	34.8%	53.3%	2.2%
2021	0.0%	0.0%	11.0%	33.0%	52.7%	3.3%
2022	0.0%	0.0%	12.8%	33.0%	50.0%	4.3%



- Generally, teachers in Carmarthenshire are younger in 2022 than they were in 2019.
- In 2022, over half (56.8%) of teachers are 40 years or older. This is a decrease from 57.3% in 2019.
- By comparison, 54.3% of teachers in Wales were 40 years or older in 2022, up from 50.6% in 2019.
- In 2022, 13% of teachers were under the age of 30. This is a decrease from 13.6% in 2019.
- Nationally, 16% of teachers were under the age of 30 in 2022, down from 16.3% in 2019.

Proffil Oedran Athrawon (2022) Teacher Age Profile (2022)

	<25	25-29	30-39	40-49	50-59	60+
2019	2.0%	11.6%	29.1%	34.9%	20.9%	1.5%
2020	1.8%	10.5%	29.7%	34.5%	21.9%	1.6%
2021	3.7%	10.7%	28.5%	33.5%	21.5%	2.1%
2022	3.6%	9.4%	30.1%	33.0%	22.2%	1.6%



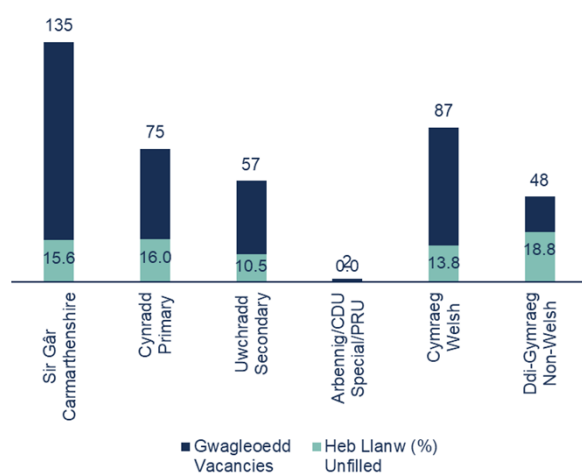
- The age profile of Headteachers in Carmarthenshire is older in 2022 than in 2019.
- This is counter to the trajectory of Headteacher ages in Wales, which has remained relatively static since 2020.
- In 2019, 53.1% of Carmarthenshire Headteachers were 50 years or older, increasing to 54.3% in 2022.
- Across Wales, 46.3% of Headteachers were 50 years or older in 2019, increasing to 51.6% in 2022.
- In 2019, 91.6% of Carmarthenshire Headteachers were 40 years or older, decreasing to 87.3% in 2022.
- Nationally, 90.5% of Headteachers were 40 years or older in 2019, increasing to 92.2% in 2022.

2. The current position of recruitment in schools

- It is becoming increasingly difficult to appoint Headteachers within our schools across the Local Authority.
- There are 9 small schools who don't have enough budget to go out and recruit a full-time non-teaching Headteacher, therefore they currently have Acting Headteachers in place.
- There is a secondary federation that didn't appoint and will need to go out to re-advert.
- One primary school has advertised twice and has had one candidate only, therefore will need to advertise for the third time.
- A federation of three small primary schools, have advertised for a Headteacher twice without any suitable candidates applying. The post is out to advert currently for the third time during 2023.
- Nine schools have temporary leadership in place where the Acting Headteachers does not currently hold the NPQH.

3. Recruitment and retention figures

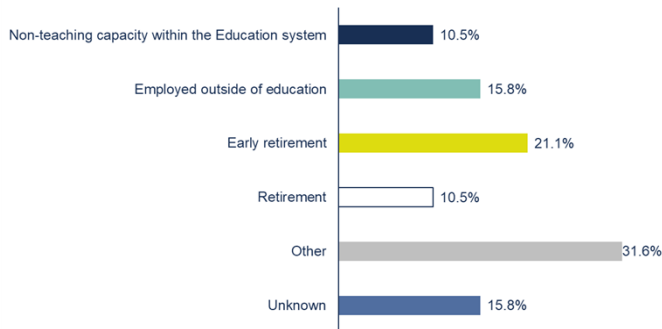
Gwagleoedd a Lefel Heb Llanw (2021-22)
Vacancies and Level Unfilled (2021-22)



- In 2021/22, Carmarthenshire schools had 135 vacancies, 21 (15.6%) of which remained unfilled by the end of the reporting period. This is higher than the rate of unfilled vacancies in all of Wales – 11.1%.
- In Carmarthenshire Primary schools, 16% of vacancies were unfilled, with 10.5% unfilled in Secondary schools. Across Wales, 6.3% and 13.7% of Primary and Secondary school vacancies (respectively) were unfilled.
- Welsh medium posts made up 64.4% Carmarthenshire's vacancies. This is significantly higher than the all Wales rate of 24.4%.
- Despite these very different percentages, the rates of unfilled vacancies are similar – 13.8% and 15.1% in Carmarthenshire and Wales respectively.

Retention

Cyrchfannau Athrawon 2021/22
Destinations of Teachers 2021/22

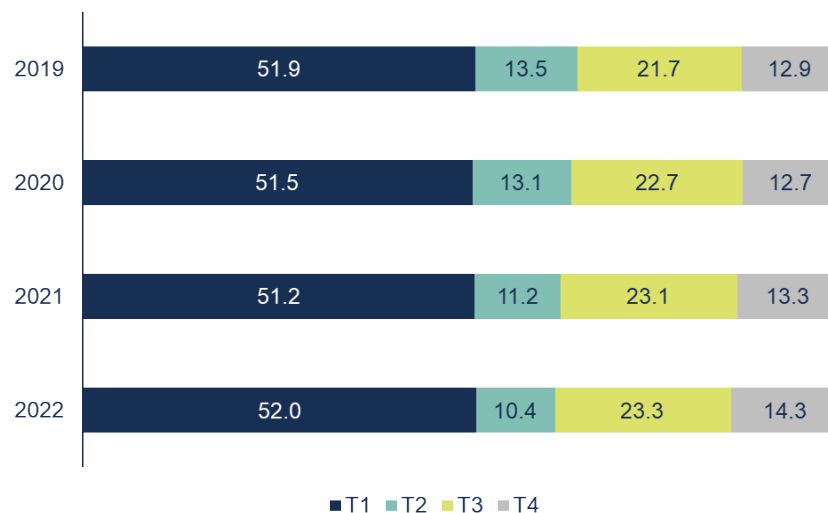


- In 2021/22, 95 Teachers left Carmarthenshire schools – 8.1% of all leavers in Wales. This is the second highest number of leavers behind Cardiff (150, 12.8%).
- Of the most recognised reasons for leaving, Retirement (both early and at the expected retirement age) is the most common reason for leaving the profession – 31.6%. This is similar to the national rate of 31.1%.
- In isolation, Early Retirement (21.1%) is the most common reason for leaving, followed by those Employed Outside of Education (15.8%). Again, this is similar to statistics across Wales.

4. Statistics on Welsh language medium Teachers

Teaching of Welsh

Athrawon yn Addysgu Cymraeg - Sir Gâr
Teachers Teaching Welsh - Carmarthenshire

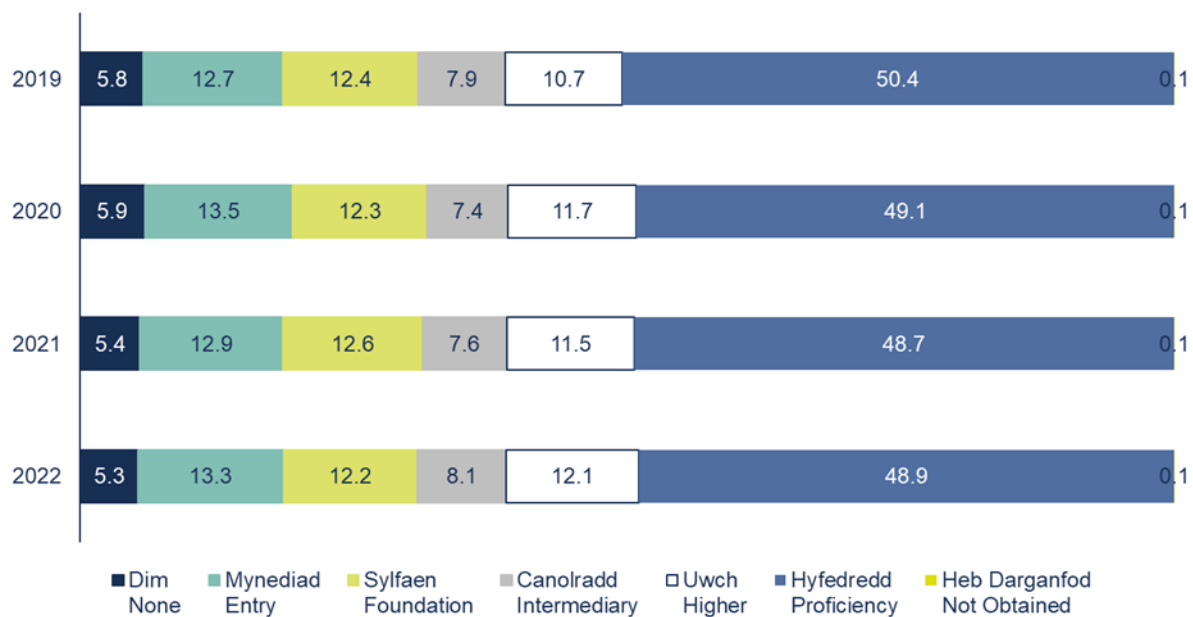


- Over half of Teachers in Carmarthenshire (52%) teach or work through the medium of Welsh (T1), which has remained stable between 2019 and 2022.
- By comparison, only 25% of Teachers in Wales teach or work through the medium of Welsh, a slight increase from 2019 (24.5%)

- In 2022, further 14.3% Teachers teach Welsh as a subject only (T4), an increase from 12.9% from 2019.
- Across Wales, an additional 29.9% taught Welsh as a subject in 2022, which has been consistent since 2019.
- In total, 63.3% of Teachers in Carmarthenshire teach or work through Welsh, including teaching of Welsh as a subject in 2022 (T1 and T4). This is a slight decrease since 2019, where the county had 64.8% in 2019.
- Wales as a whole has seen a small increase in those Teachers that are actively teaching through Welsh – from 54.4% in 2019 to 54.9% in 2022.
- In 2022, when including those Teachers that are able/qualified to teach through the medium of Welsh but not currently doing so (T2), 76.6% of Carmarthenshire Teachers are qualified or able to teach or work through the medium of Welsh (T1, T2, and T4). In 2019, this was 78.3%.
- Nationally, this figure has also had a slight decrease from 61.3% in 2019 to 61% in 2022.

Welsh Language Proficiency

Cymwysedd Iaith Gymraeg Athrawon - Sir Gâr
Welsh Language Competency of Teachers - Carmarthenshire



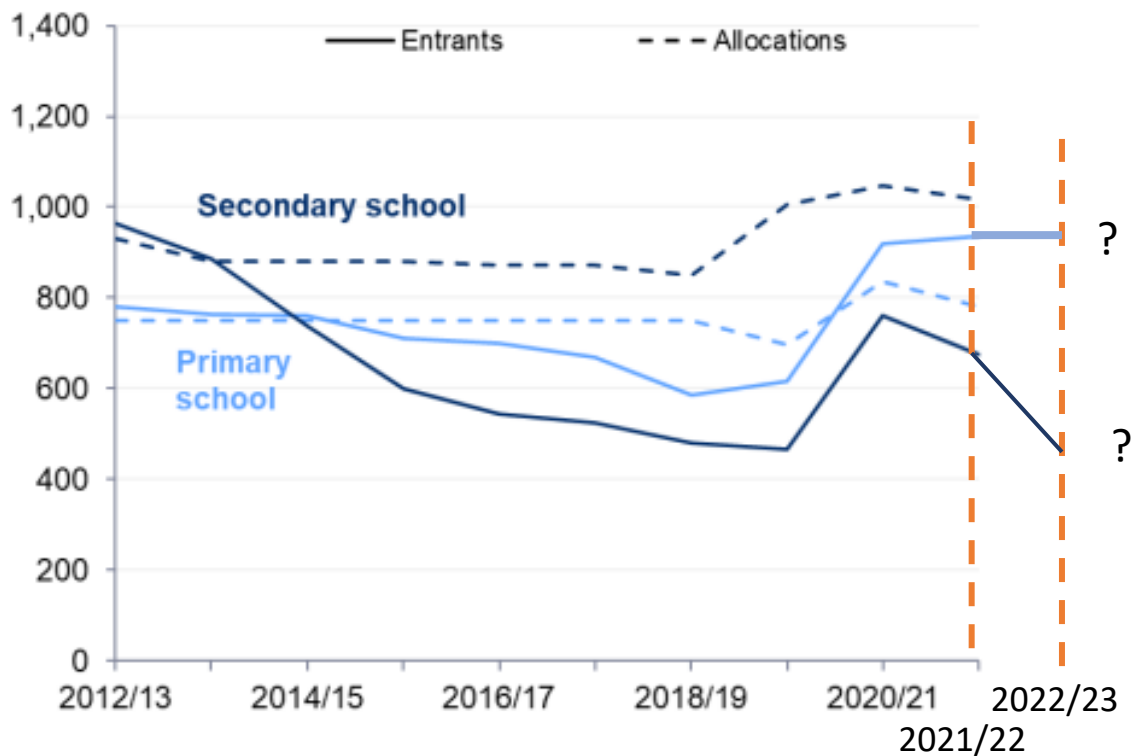
- The percentage of Carmarthenshire Teachers proficient in Welsh has steadily decreased over four years – from 50.4% (2019) to 48.9% (2022)
- There has been a slight increase in this group across Wales, from 23.9% in 2019 to 24.2% in 2022.
- Teachers Intermediary and Higher competence have increased between 2019 and 2022, 7.9% to 8.1% (Intermediary) and 10.7% to 12.1% (High) respectively.

- In Wales, the level of High competence Welsh speaking Teachers has stagnated – 6.7% in 2019 to 6.8% in 2022. While Intermediary has decreased from 8.1% in 2019 to 7.6% in 2022.
- The percentage of Entry level Welsh speaking Teachers has increased between 2019 and 2022 – from 12.7% to 13.3%
- Similar gains have been made across Wales, from 12.7% to 13.3%.
- The number of Teachers in Carmarthenshire with no Welsh language skills is slowly decreasing – 5.8% in 2019 to 5.3% in 2022.
- Wales has seen a similar trajectory – from 18.1% in 2019 to 17.1%.

5. Statistics on the number of students applying for and completing Postgraduate

Context:

- Information for ITE courses starting in September 2023 is not available yet.
- The data used here is from Stats Wales (last updated to 2021/22) and Education Workforce Council (updated to 2022/23).
- 2022-23 is the first year that the language medium of training has been recorded for students completing a postgraduate ITE course. This will be recorded in future years.
- Some anecdotal information is included based on conversations with UWTSD, Swansea University and UWIC.



- The number of students commencing Primary ITE (entrants) has been higher than the initial allocated places since 2020/21.
- Entrants to Secondary ITE have been much lower than the allocated places since 2014/15.
- Anecdotal information indicates applications for Primary ITE courses remain high - many good quality primary applicants are turned away. This is not the case for secondary courses.
- The total number of students on ITE in Universities has declined since 2012-13, apart from a rise during the Covid period.
- In 2021/22, the overall number on ITE courses was slightly higher than 2014/15, however, recent anecdotal data suggests this has dropped.
- Anecdotal information for 2023/24 indicates that the numbers for secondary, especially for WM, are lower again than in 2022/23.

1. ITE student results (Wales) - academic year 2022-23 (5 year trend)

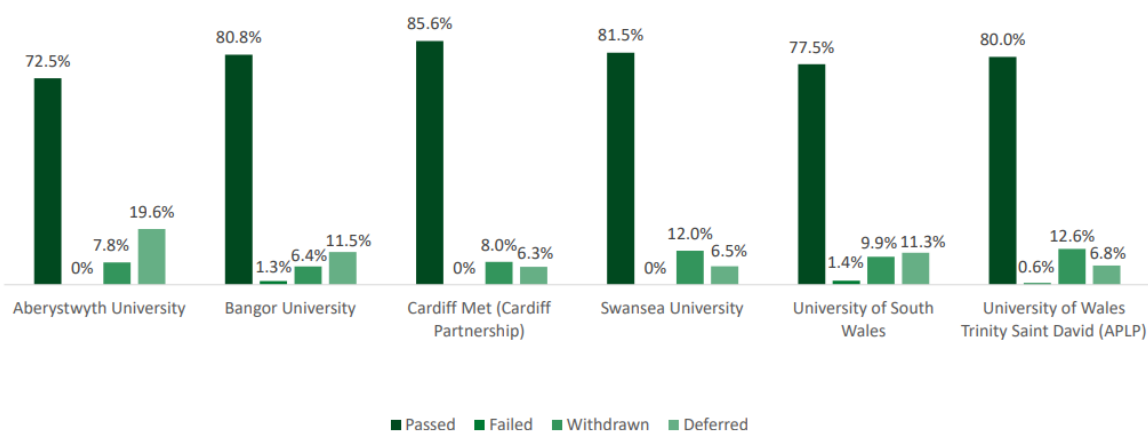
	2018-19		2019-20		2020-21		2021-22		2022-23	
	Number	%	Number	%	Number	%	Number	%	Number	%
Passed ¹	894	80	970	83.4	1,208	79.9	1,101	82.3	1,034	82.1
Failed	22	2	15	1.3	19	1.3	12	0.9	5	0.4
Deferred	104	9.3	89	7.7	88	5.8	100	7.5	120	9.5
Withdrawn	97	8.7	89	7.7	138	9.1	121	9.0	101	8.0
WG Scheme (COVID ²)					58	3.8	4	0.3		
Total	1,117	100	1,163	100	1,511	100	1,338	100	1,260	100
Total passes received ³	903	80.2	975	83.5	1,231	80.2	1,131	82.7	1,054	82.3
Overall total	1,126	100	1,168	100	1,534	100	1,368	100	1,280	100
Primary trained	515	57.0	570	58.5	627	50.9	627	55.4	676	64.1
Secondary trained	388	43.0	405	41.5	604	49.1	504	44.6	378	35.9
Total passes received³	903	100	975	100	1,231	100	1,131	100	1,054	100

- The proportion of passes remains around 82%.
- Deferrals have increased very slightly since 2018-19.
- The proportion of primary to secondary trainees has shifted from 57% / 43% in 2018-19 to 64% / 36% in 2022-23.

2. ITE student results (Wales) - academic year 2022-23 by partnership

	Passed		Failed		Withdrawn		Deferred		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Aberystwyth University	37	72.5	0	0	4	7.8	10	19.6	51	100
Bangor University	126	80.8	2	1.3	10	6.4	18	11.5	156	100
Cardiff Met (Cardiff Partnership)	501	85.6	0	0	47	8.0	37	6.3	585	100
Swansea University	75	81.5	0	0	11	12.0	6	6.5	92	100
University of South Wales	55	77.5	1	1.4	7	9.9	8	11.3	71	100
University of Wales Trinity Saint David (APLP)	260	80.0	2	0.6	41	12.6	22	6.8	325	100
Total From Institutions¹	1,054	82.3	5	0.4	120	9.4	101	7.9	1,280	100

¹ Note: The Council may receive separate notifications of passes during the academic year for NQTs who have been recorded as deferred in the above table. The above figures are based on results received as at 01 August 2023.



- Around 10% of secondary PGCE students withdrew in 2022-23, with the withdrawal rates (~12%) from Swansea University and UWTSD being higher than other institutions.
- Deferrals in Aberystwyth University are proportionately higher.
- These statistics might suggest a more challenged picture for the Carmarthenshire area in terms of numbers of successful ITE completion.

6. The number of students completing Post Graduate Certificates through the medium of Welsh.

Table F.1: Entrants onto ITE courses in Wales by course language and school level, 2016/17 to 2021/22

	School Level	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<u>Training to teach in Welsh</u>	Primary School	150	145	110	95	145	190	210
	Secondary school	95	90	100	75	90	145	110
	All	245	235	210	175	235	335	325
<u>Not training to teach in Welsh</u>	All	1,065	1,010	990	890	840	1,345	1,290

- The number of entrants training to teach in Welsh at primary school level was at its highest in 2021/22 (and continues to be strong)
- The number of entrants training to teach in Welsh at secondary school level was lower in 2021/22 than in 2020/21 (but still higher than every other year since 2015/16).
- Anecdotal information for 2023/24 indicates that the numbers for secondary, especially for WM, are lower again than in 2022/23.

4. ITE student results (Wales) - academic year 2022-23 by course type and language medium of training

	Postgraduate primary students		Total	
	Welsh language medium	English language medium	Number	%
Passed	79	388	467	87.3
Failed	1	1	2	0.4
Withdrawn	3	33	36	6.7
Deferred	3	27	30	5.6
Total	86	449	535	100

	Postgraduate secondary students		Total	
	Welsh language medium	English language medium	Number	%
Passed	57	322	379	83.3
Failed	0	1	1	0.2
Withdrawn	2	34	36	7.9
Deferred	10	29	39	8.6
Total	69	386	455	100

- 2022-23 is the first year that the language medium of training has been recorded for students completing a postgraduate ITE course. This will be recorded in future years.
- The following shows outcomes for the Secondary ITE by subject for 2022-23 only.

	Passed	Failed	Withdrawn	Deferred	Total	Total %	Total Welsh language medium	Total English language medium
Art	16	0	1	0	17	3.7	3	14
Art and Design	11	0	1	0	12	2.6	1	11
Biology	22	0	4	3	29	6.4	0	29
Business Studies	2	0	1	0	3	0.7	0	3
Chemistry	8	0	3	2	13	2.9	0	13
Combined/General Science	23	0	1	0	24	5.3	3	21
Computer Science	4	0	0	0	4	0.9	0	4
Design and Technology	17	0	0	0	17	3.7	0	17
Design and Technology Ed	1	0	0	0	1	0.2	0	1
Design Studies	3	0	0	0	3	0.7	0	3
Drama	20	0	1	4	25	5.5	4	21
English	28	0	1	6	35	7.7	3	32
English Studies	20	0	2	2	24	5.3	0	24
French	1	0	0	0	1	0.2	0	1
Geography	16	0	2	1	19	4.2	3	16
History	43	0	4	5	52	11.4	10	42
Information Technology	5	0	1	1	7	1.5	1	6
Mathematics	33	0	7	2	42	9.2	4	38
Modern Foreign Languages	8	0	0	0	8	1.8	1	7
Modern Languages	6	0	1	1	8	1.8	0	8
Music	9	0	2	0	11	2.4	1	10
Outdoor Activities	1	0	0	0	1	0.2	1	0
Physical Education	52	0	2	2	56	12.3	13	43
Physics	3	0	0	1	4	0.9	1	3
Religious Education	16	1	2	5	24	5.3	6	18
Welsh	11	0	0	3	14	3.1	14	0
Welsh Language	0	0	0	1	1	0.2	0	1
Total	379	1	36	39	455	100	69	386

- Low numbers for Welsh Medium most subjects across the board.
- Low numbers for English Medium in Business, Computer Sci, DT, MFL, IT, Physics & Welsh.

7. Current leadership context – Acting Headteachers, Federated Headteachers, etc

Current Leadership Context	Number of schools
Primary school, permanent full time Headteacher	43
Secondary school, permanent full time Headteacher	9
Primary Soft Federation / Partnership	16
Primary Formal federation.	8
Primary schools without permanent leadership and an acting Headteacher in place.	30
Secondary schools without permanent leadership and an acting Headteacher in place.	3

8. Current vacancies

This information is not available within the Local Authority currently.

Section 2: Addressing the challenge:

- Professional development programmes
- Marketing the benefits of working in education in Carmarthenshire
- The Carmarthenshire recruitment process.

Professional Development:

Recruitment into leadership roles is a national challenge. In addition to the national leadership development programmes, we are devising a Carmarthenshire strategy to address the following question:

How can we better encourage and support teachers to become effective middle leaders and to progress to senior leadership roles and headship in our schools?

The consultation group has taken into account the following national and local strategies, guidance and professional standards:

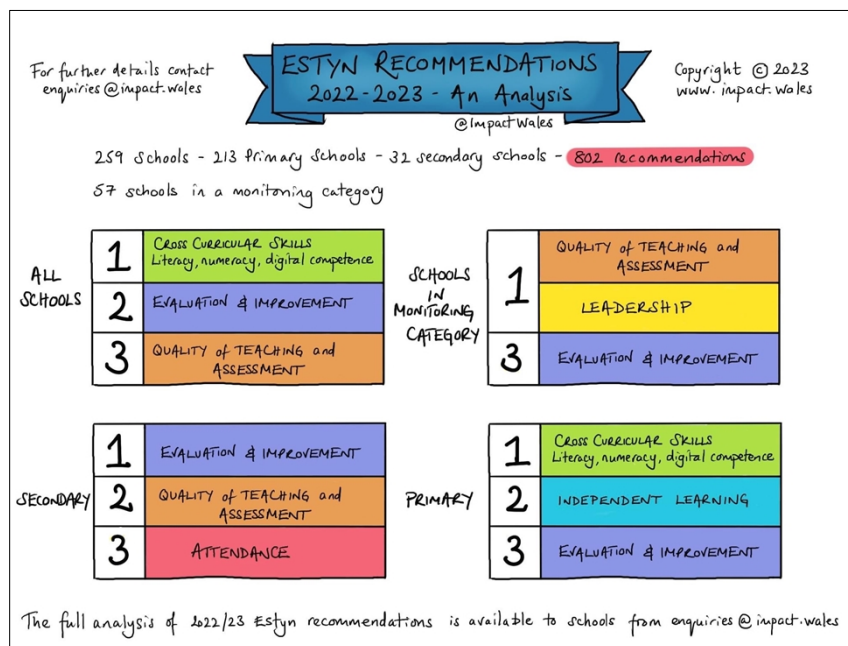
- National Mission Objective 4 :
Objective 4: High-quality teaching and leadership, where everyone benefits from the best professional learning so that they can support the success of all learners, particularly those who are socio-economically disadvantaged.
What we will do: Guaranteed career-long professional learning and support for all staff, from initial training through to leadership, focused on realising the four purposes of the curriculum, and capacity and capability to support the success of all learners.
- National Leadership Pathways (delivered by Partneriaeth)
- Schools as a Learning Organisation
- Professional Standards
- Self evaluation and school improvement guidance [School improvement guidance: framework for evaluation, improvement and accountability - Hwb \(gov.wales\)](#)
- CCC 10 year plan / purpose pieces :
We will work as one team for the benefit of our children
We will support our children and young people by recruiting, developing, retaining and valuing the best leaders, teachers and staff. We will respect our staff and commit to ensuring their wellbeing.
We will develop as an effective and efficient learning organisation for the benefit of our children young people and staff,
We will further develop and strengthen our partnership workingwith departments and organisations.
- National Academy for Leadership

What is Professional learning and why is it important?

Professional Learning supports the delivery of high standards and aspirations for all learners. Effective school leadership is highlighted by researchers, practitioners, and political representatives as essential if schools are to meet future requirements and fulfil their mission to support the success of all learners.

There is growing insight into the importance of school leadership for the quality and development of schools, and it is widely recognised that leadership is second only to classroom teaching in its impact on student learning ([Leithwood et al., 2020](#)). This knowledge reinforces and highlights the importance of school leaders' professional development. [Bush \(2018\)](#) argues that acquiring leadership skills should be a deliberate, rather than an incidental, process. Therefore, guaranteed career-long professional learning and support for all staff, from initial training through to leadership, focused on realising the four purposes of the curriculum, and capacity and capability is of utmost importance.

This is supported in Impact Wales ESTYN school's recommendation analysis for 2022-23 which demonstrates the importance of strong leadership across our schools at all levels in order to secure improvement:



Our local ESTYN picture aligns with the national picture above.

What is the current Professional entitlement that supports the development of leadership in our schools?

Practitioners currently have access to a wide and varied professional learning offer to support their continued development in accordance with the [professional standards for teaching, leadership and assisting teaching](#).

The education consortia are key partners in the delivery of these professional learning opportunities which have been developed and recognised nationally and are delivered on a regional basis – via Partneriaeth.

National / Regional Professional learning for leaders

A comprehensive programme of leadership development is on offer to all school leaders across Wales and is in line with professional standards for leadership.

The current national offer for leaders includes:

- Middle Leadership Development Programme
- Senior Leader Development Programme
- *Aspiring Headteacher Development Programme – preparation for the NPQH. *This is currently being reviewed*
- Newly Appointed and Acting Headteacher Programme
- Experienced Headteacher Programme

These programmes have been endorsed by the National Academy for Educational Leadership and the Middle Leadership Development and Senior Leader Development Programmes also have an accreditation option through ILM.



*National professional qualification for headship

In Wales it is a statutory requirement for anyone serving as a headteacher to hold the National Professional Qualification for Headship (NPQH).


The arrangements for school leaders to achieve the National Professional Qualification for Headteachers (NPQH) have now changed and **can no longer be pursued through participation on the Aspiring Headteachers Development Programme.**

The participants currently on the Aspiring Headteachers Development Programme, who commenced the programme in January 2023, will be the last to go through to NPQH assessment following participation in the programme in this current format. Welsh Government, in collaboration with other stakeholders are in the process of developing new NPQH arrangements, by which **a new programme will be in place for Autumn 2024.** Further details about this new NPQH programme will be issued in due course.

Senior leaders within our schools who have the NPQH qualification but are NOT in a substantive headteacher role				
*data based on 65 responses to a questionnaire in January 2022				
		Primary settings	Secondary setting	Specialist settings
Number of senior leaders who currently have the NPQH qualification	Welsh medium	12	2	0
	English medium	3	3	0
Number of senior leaders currently undertaking the NPQH assessment - 2024	Welsh medium	2 (1 of whom are currently acting headteacher)	2	-
	English medium	6 (2 of whom are currently acting headteachers)	3	1 ALN specialist

Latest statistics on the education workforce in Wales published on September 5th 2023 by the EWC notes that, nationally, only 82% of headteachers have the NPQH, with 33.6% of deputies and 12.4% of assistant heads. In light of the above, succession planning for the future will be a national challenge.

Outline of the current Professional learning entitlement: developing leadership in our Carmarthenshire schools:



PROFESSIONAL LEARNING : National, Regional and Carmarthenshire

We believe that every teaching assistant, teacher and leader in Carmarthenshire should clearly understand what they are entitled to in terms of Professional Learning, and what is expected of them in exchange for this entitlement.

National Professional Learning Entitlement

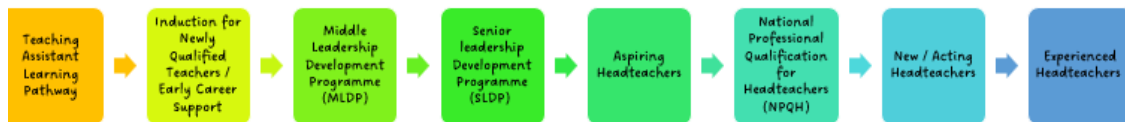
The National Professional Learning Entitlement will support the delivery of high quality teaching and learning, by enabling the education profession to:

- >> Support our system's priorities, specifically delivering curriculum and wider reform and improving equity through education
- >> Enjoy equity of access to Professional Learning, regardless of language, location, role in school, subject in secondary school, and whether practitioners are full-time, part-time or supply
- >> Enjoy the highest quality of provision and support
- >> Easily access the provision and support available to them locally, regionally and nationally
- >> Engage in enquiry and be supported by coaching and mentoring

<p>Resources on Hwb</p> <p>Schools as learning organisations - Hwb (gov.wales)</p> <p>Professional learning - Hwb (gov.wales)</p> <p>Professional standards - Hwb (gov.wales)</p>	<p>Policy insight events</p> <p>Professional learning - Hwb (gov.wales)</p> <p>This is a series of events to keep practitioners and partners up to date with professional learning policy developments.</p>	<p>Talk Pedagogy – the national online community</p> <p>A place to talk and explore a diverse range of pedagogical approaches within the context of a purpose driven curriculum</p>	<p>National professional enquiry project (NPEP) - Hwb (gov.wales)</p> <p>Collaborative enquiry opportunities exploring curriculum design, pedagogy, assessment and a range of other areas in the local context</p>
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The regionally delivered, nationally aligned, Professional Learning programme

Partneriaeth provides career pathways for leaders, practitioners and support staff at all levels of the system. Partneriaeth aims firstly to support all professionals to progress along their own career pathway and secondly to develop and retain future leaders across the system.



Creating and supporting continuous learning opportunities for all staff in Carmarthenshire



Experienced Headteacher

Note what an experienced Headteacher is : role and expectations

The professional standards for teaching, leadership and assisting teaching describe the skills, knowledge and behaviours that characterise excellent practice and support professional growth.

Headteacher

Note what a Headteacher is : role and expectations

Link to professional standards where possible with regards to activities to be undertaken

Senior leader

The best school leaders involve their senior leadership team in a range of activities in preparation for headship. They encourage these leaders to play an active, strategic role in leading aspects of the school.

Middle leader

Middle leaders are teachers; they have the knowledge and understanding of teaching. They have input into developing a broad and balanced curriculum and then translate this to staff. Middle leaders then monitor the curriculum to ensure it is meeting the needs of its pupils and promoting pupil progress.

NQT : Induction profile and professional standards

The induction profile, via the Professional Learning Passport (plw.wales), will form the basis of the professional dialogue between the NQT, the induction mentor and the external verifier.

NQTs who started their induction on or after 1 September 2017 must work to the professional standards for teaching and leadership.

The professional standards for teaching and leadership consist of five professional standards with overarching values and dispositions. Each professional standard is divided into elements with descriptors that exemplify the application of each standard.

The successful completion of induction will require evidence against all the descriptors.

Professional Growth Cycle

- September** Reflection and analysis
 - Analysis of your results and data
 - Analysis of your current class or classes to ascertain their issues and needs
- October** Establishing the goal
 - Prepare for Performance Development Discussion
 - Settle on Professional Standards
 - Draft your Individual Performance Plan
 - Professional Development discussion with your line manager
 - Establish Individual Performance Plan: focus and compose this year's plan
- November - June** Research, practice, feedback and progress
 - Initiate research and practice of your performance development focus
 - Seek professional support, feedback and check ins
- June / July** Review and share
 - Complete a write up of your Individual Performance Plan and share with your team

Schools as a Learning Organisation Wales

Carmarthenshire Professional Learning opportunities for leadership development in our schools:

- **Taking the next steps into leadership programme:** Supporting practitioners to reflect on their leadership professional standards and to consider the next steps in their leadership development. Supports the application process for national leadership programmes and senior leadership posts. Utilise the CCC / national Pilot 'Thinki' in tracking this development.
- **New and Acting Headteacher Professional Learning:** In addition to being assigned an experienced headteacher from within the LEA as a mentor, to support new headteachers in their role, all new and acting headteachers are offered the following induction sessions during their first year in post:
 - 15.9.23 Information systems, GDPR & Admissions
 - 24.10.23 Safeguarding, Attendance, ECPS & Behaviour
 - 28.11.23 HR, Occ Health, Wellbeing & Governance
 - 31.01.24 Inclusion, Equity, TAF, MEAS & Traveller Services
 - 23.04.24 School Improvement, SEP, PM, SLO & Networks

These provide an insight into aspects of leadership and management and an opportunity to network with colleagues in a similar position and to have a safe space to discuss issues.

- **Strengthening Monitoring and Improvement planning at all levels of leadership :**
 - Targeted PL for HT – Self evaluation and school improvement: how to write an effective School Development Plan. Summer term 2023 and September 2023
 - Targeted PL for Senior Leaders – Self-evaluation and school improvement – how to monitor, evaluate and plan for improvement effectively. 09+10/01/2024
 - Targeted PL for Middle Leaders – Self-evaluation and school improvement – how to monitor, evaluate and plan for improvement effectively. 09+10/04/2024
- Development of the **Self-evaluation and improvement Platform:** a resource to support School and Local Authority Leaders in securing improvement in our schools and share good practice.
- **The development of a Performance Management / Development policy**
- This model policy has been developed and produced in collaboration with the three Local Authorities (Carmarthenshire County Council, Pembrokeshire County Council and City and County of Swansea) within the Partneriaeth Consortia and a consultation is currently being carried out with school leaders on the model policy.

- This model policy refers to the statutory arrangements for the performance management of teachers and headteachers using a 'Professional/Performance Development Model', therefore in this policy 'performance management' has been replaced with 'Performance Development; a different perspective and a new direction designed to challenge thinking, promote deep reflection, collaboration and change for the better.
- Effective performance development is an essential part of securing effective teaching and leadership. The performance development model requires a desire and willingness to engage in continued professional development. The model enables leaders to support each other so that the school benefits from the highest quality leadership. This cannot be achieved by professional learning alone. Performance development is designed to change the way we view accountability and professional development. It is a process that requires a commitment from all staff to engage actively and cognitively in order to seek further growth in professional knowledge and development. There is a shared sense of belief and pride that staff can be the very best, driven by a sense of moral purpose and a desire to continually improve.

Professional development is regarded as a key driver not only to staff development, but also to recruitment, retention, wellbeing, and school improvement.

Recommendations: Professional development programmes :

CCC provision :

- Develop a Leadership academy.
- Develop effective senior and middle leadership professional learning opportunities to develop the quality of distributed leadership and management across the schools to ensure high expectations, high quality leadership and high standards.
- Establish a Deputy/Senior leaders network. Up skill and prepare future HT's in developing their knowledge, understanding, skills and experience in both strategic and operational leaderships aspects. Model learning leadership, distribute leadership and help grow other leaders.
- Cluster working / Collaboration and peer working
- Consideration needed of the broader challenges addressed by school leaders including the effectiveness of governors, recruiting to 'shortage subjects' and the impact of LA systems such as HR links.
- Build on the secondary CASH model to create networks for primary leaders i.e., either a cluster model or area model. Opportunity to network, share practice, improve wellbeing and enhance self improving schools.
- Building on commitment, not compliance, with representatives from the school leadership profession involved in the formulation and development of strategy / frameworks.
- Revise the PL offer by Partneriaeth and the LEA to ensure that they are bespoke and meet the needs of the school. Less is more.

Create a one-page overview with links to the PL to ensure clarity around the offering and ease of access.

- Consider the value of the national apprenticeship scheme in developing teaching assistants, business managers and IT support staff.
- Review current Performance Management policy to ensure that it nurtures and grows leaders according to their stage of development. Align with the national standards for professional development. GROW model.
- WESP / Welsh language Substantial development needed in the Professional Development of Welsh medium staff to support the implementation of the WESP. Financial obligations to meet these are challenging.
- CCC MEP programme. Do current schools' varying demographics / size allow structure to foster, develop and support leaders effectively? Larger school structures allow leadership development pathways within the schools, where effective leadership is modelled, grown and supported.

Regional/National provision:

- Develop an ALN senior leaders' programme
- Embed the principles of an SLO across all PL to facilitate continuous self-improving establishments. Not sit in silo
- Coaching and mentoring PL for all senior and experienced leaders. Up skill existing HT's and future leaders to empower staff to devise new ideas and creative solutions. This will build confidence, self-esteem, inspire, empower and engage future leaders and ensure innovation.
- WG progress in developing Professional Learning entitlement:

Professional development and review

'We have worked with practitioners and education workforce unions to develop revised performance management guidance which will be published by the end of the year. Revised guidance will set out a flexible process in which practitioners take responsibility for their own development and the school provides the time and space required through effective use of the professional learning grant. *Jeremy Miles MS, Minister for Education and Welsh Language* Cabinet Statement Update - reducing workload and bureaucracy for school staff 09/11/23 [Written Statement: Update - reducing workload and bureaucracy for school staff \(9 November 2023\) | GOV.WALES](#)

Addressing the challenge: Marketing

The consultation group has reflected on current marketing and promotion of education within Carmarthenshire.

To ensure that succession planning for the future workforce is suitably addressed the following need to be considered:

- Working within education as a career
- Working specifically within Education in Carmarthenshire

Recommendations: Marketing and communication:

1. Support is required from the marketing and media team. Funding for this support to be agreed.
2. Promote Carmarthenshire as 'the' place to work within education and 'the' place to live.
3. Utilise the education profession to promote themselves. How is education promoted amongst learners as a career of choice?
4. Consider how effectively recruitment systems promote and market Carmarthenshire as a location of choice? How can individual schools be supported to promote their school environments, culture, and ethos? Refine the 'information packs', template letters etc.
5. How does social media play its role in marketing working within the education sector?
6. Connect with further and higher education establishments. Consider a roadshow, promoting the benefits of working within Carmarthenshire across PGCE courses, UWTSD and Swansea, Cardiff, Bangor and Aberystwyth too.
7. Consider 'Market place' event for November 2024 – multifaceted event, promoting Carmarthenshire as a place to live and work.

Addressing the Challenge: The Recruitment process:

Recruitment of headteachers, teachers and all school-based staff remains the responsibility of governing bodies in Wales.

The consultative group has considered the current recruitment processes, aiming to strengthen processes considering current recruitment challenges as well as anticipated challenges.

Advice and guidance is available for school leaders from the Human resource team when undertaking recruitment processes. This is clearly shared via the CCC intranet. In addition, designated human resource officers provide valuable bespoke advice for school leaders. Delays within the recruitment processes and led to challenges for schools. This is being robustly addressed via the introduction of the updated Oreo recruitment process which aims to ensure efficient and effective ways fo working when recruiting.

A key priority for Carmarthenshire is to secure effective school leaders across our schools. Comprehensive guidance is available for governing bodies when appointing a headteacher, with processes supported robustly by the human resource and school improvement teams. The guidance provides a framework that enables governing bodies to work in partnership with the Local Authority to make effective appointments and ensures that processes followed are objective and rigorous, complying with legal requirements.

How long does it take to appoint a Headteacher?

From the date a resignation is received it can take several months before the actual appointment is made. Time must be allowed for the following:

- Adequate notification periods between meetings – this is necessary to ensure Governors and Officers are available to attend.
- Advertising – strict deadlines apply when placing adverts in the national media. The Chair of the Selection Panel is responsible for approving the advert as the cost is borne by the school’s budget.
- Venue – it is the responsibility of the Selection Panel to find and fund a suitable venue to hold the interviews.
- It is therefore advisable to start planning the recruitment and selection process as soon as a resignation letter has been received.

Will the Governing Body and Selection Panel be supported throughout this process?

- Yes, throughout the process, Officers from the Local Authority’s School Effectiveness and Human Resources Teams will be present at all meetings to support the Governing Body as required.

Resignation deadlines

There are three resignation deadlines throughout the academic year and these are listed below for both Headteachers and Deputy Headteachers. Headteachers are required to give an extra month’s notice of their intention to resign or retire.

Dyddiad Cau ar gyfer Ymddiswyddo / Resignation Deadline		
	Pennaeth / Headteacher	Dirprwy Bennaeth / Deputy Headteacher
Ddiwedd Tymor y Gwanwyn (Pasg) / End of the Spring Term (Easter)	31 Ionawr / January	28/9 Chwefror / February
Diwedd Tymor yr Haf (31 August) / End of the Summer Term (31 August)	30 Ebrill / April	31 Mai / May
Diwedd Tymor yr Hydref (31 Rhagfyr) / End of the Autumn Term (31 December)	30 Medi / September	31 Hydref / October

The selection process and related procedures must be conducted within the legal framework for the appointment of Headteachers as defined in the Staffing of Maintained Schools (Wales) Regulations 2006.

In the interests of transparency, equality of opportunity and in accordance with Local Authority guidelines for Governors, the Governing Body is advised that the Selection Panel should meet to:

- Agree a Job Profile, Person Specification and an advertisement for the post.
- Shortlist suitable candidates in accordance with the person specification.
- Agree the format of the interview, tasks and questions to be used.
- Interview selected candidates.
- Where considered appropriate, recommend to the full Governing Body appointment of one of the candidates.

In all schools, the Director of Education & Children's Services or their representative(s) is entitled to attend relevant meetings of the Selection Panel to offer professional advice. The Governing Body has a duty to consider the Director of Education & Children's Services' advice before making a decision.

The consultation group has:

- Been briefed on the current recruitment processes and how these have evolved over the last 5 years in response to system wide feedback. This includes an overview of the new 'Oleoo' recruitment systems.
- Considered the experience of potential applicants. How appealing are job advertisements? How well does the recruitment process engage with potential applicants? How enticing is the information shared in relation to the individual school and also in relation to living in Carmarthenshire also.
- Consulted with successful and unsuccessful candidates to gain an understanding of their experiences. Initial feedback highlights the value and rigour of the recruitment processes. This work is ongoing. Further analysis of candidates' strengths and areas for development required and how well these professionals are supported to further develop.
- Reflected on the interview processes. Recruitment processes within Carmarthenshire are robust, standardised and ensure an evidence-based approach to recruitment, as outlined above. The changes implemented to the recruitment process over the last 12 months, such as the withdrawal of online assessment tasks and role plays are welcomed. Governing bodies are well supported and are provided with a comprehensive range of questions, linked to the professional standards for school leaders, from which they can select, or further develop, to ensure that they glean the information required to align to their school's context, ethos and vision. Additional developments are required to ensure that initial information shared, template letters etc are engaging. See marketing recommendations.

Recommendations in relation to the Recruitment processes :

- Market the interview processes accurately, aiming to 'myth bust'. Ensure that 'language' does not dissuade candidates.
- Consider adding a broader range of questions to the governor guidance.
- Ensure that the professional development support overtime, prepares potential candidates well for interview processes.
- Explore apprenticeship schemes, particularly in relation to teaching assistants, business support managers and IT support staff.
- Recruitment policy: review the current recruitment policy to ensure that it is appealing for future leaders.

Overarching Recommendations for consideration:

1. **Marketing and media:** Develop a recruitment campaign promoting Carmarthenshire as an attractive place to live and to work within education. Funding for this campaign is required.
2. **Professional development:** Develop a Carmarthenshire Leadership Academy, drawing together all aspects of national and local professional development, mentoring and coaching. Emphasis also required on the robust, wellbeing support that is routinely available for school leaders as well as on Welsh Language development.
3. **Recruitment:** Further strengthen the user experience during the recruitment processes, with a particular emphasis on maintaining engagement in the initial stages of job seeking searches through to the application submission and interview processes. Engage with Higher Education institutions, nationally.
4. **Addressing the staffing need:** consideration needed of sharing or pooling staffing across schools / LA in order to meet demand, for example, teaching assistants, supply staff, business support staff, ALNCO, IT support staff. Consideration also required of split roles, possibly undertaking admin and TA duties. Apprenticeships to be explored as well as flexible working patterns.
5. **The Learning offer:** confirm the expectations in relation to the curriculum provision at secondary level to ensure effective and efficient staff/ pupil ratios across schools as well as equity of access to the learning offer.

Prioritisation:

Phase 1 – Middle to senior leaders and headteachers.

Phase 2 – Business managers and IT managers

Phase 3 – Secondary specialists in shortage subjects, including Welsh language

Phase 3 – Pupils to NQTs to Teachers to middle leaders.

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

01/12/2023

THE MUSIC SERVICE

Purpose:

The scrutiny committee has requested an overview of the functions of the Music service to develop their understanding of the provision delivered.

The Scrutiny Committee Is Asked To:-

Review and assess the information contained in Report and provide any recommendations, comments, or advice to the Cabinet Member and / or Director.

Reason(s)

To enable Committee to keep abreast of and review the work of the Carmarthenshire Music Service.

Cabinet Member Portfolio Holder:-

Cllr Glynog Davies - Cabinet Member for Education and Welsh Language

<p>Directorate: Education and Children's Services</p> <p>Name of Head of Service: Aneirin Thomas</p> <p>Report Author: Gareth Kirby Elin Forsyth</p>	<p>Designations:</p> <p>Head of Education and Inclusion</p> <p>Music Service coordinator</p> <p>Strategic Lead for school Effectiveness.</p>	<p>Tel Nos. E Mail Addresses:</p> <p>ARThomas@carmarthenshire.gov.uk</p> <p>GKirby@carmarthenshire.gov.uk</p> <p>EMForsyth@carmarthenshire.gov.uk</p>
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EXECUTIVE SUMMARY
EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE
SCRUTINY COMMITTEE

01/12/2023

THE MUSIC SERVICE

1. BRIEF SUMMARY OF PURPOSE OF REPORT.

Purpose:

The scrutiny committee has requested an overview of the functions of the Music service to develop their understanding of the provision delivered.

The report contains an overview of the statutory and non-statutory service delivery and its impact on pupils. This includes an overview of the benefits of a music / expressive arts education from a health and wellbeing perspective.

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 Services

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

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED

YES

Include any observations here

**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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Gwasanaeth Cerdd Sir Gâr Carmarthenshire Music Service

Rhagfyr 2023 / December 2023



sirgar.llyw.cymru
carmarthenshire.gov.wales

Cyngor Sir Gâr
Carmarthenshire
County Council



Carmarthenshire Music Service provides peripatetic music support to over 85 schools across the county of Carmarthenshire. Currently over 3,500 learners receive tuition on a weekly basis via a range of instrumental and vocal opportunities as well as curriculum support at Key Stage 2.

The service currently employs 30 members of staff which is a mixture of full-time and part-time employees (22.2 FTE).

Music Service staff provide tuition to schools for a minimum of 36 weeks in each academic year. Outside of directed time, where staff support weekly ensemble rehearsals, staff are teaching to capacity within schools and settings.

The Music Service works closely with head teachers and school-based staff to deliver a music programme that is engaging for all learners. This will help our young people realise the four purposes of Curriculum for Wales, enabling them to become:

- ambitious, capable learners, ready to learn throughout their lives
- enterprising, creative contributors, ready to play a full part in life and work
- ethically, informed citizens of Wales and the world
- healthy, confident individuals, ready to lead a fulfilling life as valued members of society.

The Importance of Music

Music education is important for a variety of reasons, as it offers numerous benefits to individuals and society as a whole. Here are some key reasons why music education is vital to learners in our county:

1. **Cognitive Development:** Learning music involves various cognitive processes such as memory, attention, and problem-solving. It has been linked to improved academic performance, particularly in subjects like mathematics and language.
2. **Emotional and Social Skills:** Music provides a unique platform for self-expression and emotional exploration. Through music education, individuals learn to express themselves creatively, understand and convey emotions, and collaborate with others in group settings, fostering social skills and teamwork.
3. **Discipline and Time Management:** Learning an instrument or participating in a music ensemble requires discipline and regular practice. This helps students develop good habits of time management, perseverance, and a strong work ethic.
4. **Enhanced Motor Skills:** Playing musical instruments involves the use of fine and gross motor skills. This can contribute to the development of coordination and dexterity, benefiting both physical and cognitive aspects of a person's development.
5. **Cultural Appreciation:** Music education exposes individuals to a variety of musical styles and traditions, promoting an understanding and appreciation of different cultures and histories. This can contribute to a more culturally aware and open-minded society. The unique culture of Wales includes our rich heritage of singing which is nurtured from a young age in our county.

6. **Confidence Building:** Achieving proficiency in music can boost a person's self-esteem and confidence. Performing in front of others, whether in a small group or a larger audience, helps individuals overcome stage fright and develop confidence in their abilities.
7. **Creativity and Critical Thinking:** Music encourages creativity and originality. It stimulates the imagination and helps individuals think outside the box. Additionally, the process of learning and creating music involves critical thinking skills, as musicians make decisions about interpretation, expression, and technique.
8. **Stress Reduction and Well-being:** Music has therapeutic qualities and can be a source of stress relief. Engaging with music through playing instruments or singing can have positive effects on mental health and overall well-being.
9. **Lifelong Enjoyment:** Music education lays the foundation for a lifelong enjoyment and appreciation of music. Whether individuals become professional musicians or simply continue to engage with music as a hobby, the skills and appreciation developed during music education can last a lifetime.
10. **Community Building:** Music brings people together. Group performances, ensembles, and choirs create a sense of community and shared accomplishment. This fosters social connections and a sense of belonging.

National Plan for Music Education

The National Plan for Music Education sits alongside the new Curriculum for Wales. Music is the only subject within the Expressive Arts Area of Learning and Experience (AoLE) that has been provided with its own national strategy for learners in Wales. The National Plan for Music Education is statutory.

The National Music Service does not have any operational involvement in the 'day to day' management of Carmarthenshire Music Service. All elements of the new national plan are being delivered by Carmarthenshire Music Service as well as any associated support and training.

Carmarthenshire County Council has supported the successes of the Music Service over many years which is why we have such a sector leading provision for our pupils. Many other authorities in Wales are now in the process of developing strategies to respond to the requirements of the plan with one authority required to re-start a county Music Service after an absence of over 20 years.

The National Plan for Music Education requires Music Services in Wales to provide extended support for music-making under three key headings:

- Music In Schools – This includes programmes of study within four areas: *First Experiences, Live Music Experiences, Music Tuition and Music Pathways.*
- Schools, Settings and Wider Communities – This element focuses on the delivery of the Curriculum for Wales including equity, diversity and inclusion as well as music for lifelong learning, health and well-being.

- Music Outside of Schools – This includes making music with others, focusing on music activities and ensembles as well as performance and creative industries training.

Carmarthenshire Music Service has a significant amount of responsibility in realising the aims of the national plan for Music Education in addition to providing weekly instrument tuition, vocal tuition and ensemble opportunities for the learners in Carmarthenshire. The WLGA has committed to providing a grant for one more year to assist with this provision, however, it significantly underestimates the cost of provision in rural authorities such as Carmarthenshire.

The National Music Service for Wales is required to monitor and report on the delivery of the plan, including developing an evaluation strategy identifying baseline data and key outcomes to measure the impact of this work programme. A survey is carried out with each authority at key intervals in conjunction with Data Cymru to gather data on the progress of the plan.

New Curriculum for Wales

The arts subjects have new prominence in the Welsh curriculum and form one of the six AoLEs for learners: Expressive Arts – Music, Drama, Dance, Art and Digital Media.

A significant amount of the training and support for schools in relation to new aspects of the curriculum is being provided by the Music Service. Staff from the Music Service have significant curriculum experience and expertise on the majority of the five key areas within the Expressive Arts AoLE – a large amount of this support is not currently available directly from Partneriaeth. The Music Service can continue to grow its support for schools and provide a first class programme for upskilling non music specialists.

Other consortia in Wales have made significant progress in certain areas particularly in regard to the Digital Competence Framework (DCF). Carmarthenshire Music Service is leading on a number of exciting new groundbreaking initiatives which are being emulated by neighbouring authorities. This is a testament to the skill-set within the current team, however, this is predicted to increase over the coming years.



School Support – Service Level Agreement Offer

Schools are offered range of support via an annual Service Level Agreement (SLA) for a wide range of disciplines:

Upper Strings – Violin and Viola

Lower Strings – Cello and Double Bass

Brass – Trumpet, Cornet, Tenor Horn, French Horn, Baritone, Euphonium, Trombone and Tuba.

Woodwind – Flute (including curved-head flutes for Key Stage 2 pupils), Clarinet, Bass Clarinet, Soprano Saxophone, Alto Saxophone, Tenor Saxophone and Baritone Saxophone.

Guitar – Acoustic Guitar, Electric Guitar and Bass Guitar.

Percussion – Drum Kit and Tuned Percussion.

Harp – Welsh Harp.

Keyboard – Piano and Keyboard.

Recorder – Whole class support (including PPA cover), group tuition and individual lessons.

Curriculum Support – Tuition is offered to support the statutory requirement at Key Stage 2. The service has also provided tuition and INSET support for Edexcel Music Technology (AS and A Level).

Vocal – Whole class support (including PPA cover), group tuition and individual lessons.

Piano Accompaniment – Support for school assemblies and external examinations is offered.

Music Technology – This current offer provides teaching and training for all aspects of *Charanga*, *Soundtrap* and all other digital packages that are available.

In addition to the weekly instrumental and vocal lessons the service provides a variety of ensemble performing opportunities for learners. These programmes allow learners to progress and to develop their ensemble skills across the Key Stages:

Junior Ensembles – Primary School Pupils – Years 3-6

- These activities are for primary school pupils only
- 10 ensembles are currently provided for learners

- All rehearsals take place on a termly basis at venues across the county
- All ensembles perform at the annual Junior Proms which take place at the Ffwrnes Theatre, Llanelli at the end of the summer term

Intermediate Ensembles – Secondary School Pupils – Years 7-9

- These activities are structured for Key Stage 3 pupils
- 4 ensembles are currently offered to learners
- The majority of rehearsals take place on a weekly basis at Q.E. High School, Carmarthen
- All ensembles perform at the annual Intermediate Music Festival which is held at Q.E. High School

Carmarthenshire Senior Ensembles – Secondary Pupils – Years 10-13

- These activities are structured for Key Stage 4 and Key Stage 5 pupils
- 6 ensembles are currently offered to learners
- Rehearsals take place on a termly / half-termly basis at Neuadd Y Gwendraeth and Q.E. High School
- All ensembles perform at the annual Intermediate Music Festival which is held at Neuadd Y Gwendraeth, Drefach



GCSE and A Level Provision

Music Service staff are integral to the delivery of GCSE, AS and A Level programmes of study in our secondary schools. In the vast majority of cases, Music service staff have the responsibility to prepare learners for the entire performance elements, which can include solo and ensemble performances:

- WJEC Music GCSE – The performance element (Unit 1) accounts for 30% of the overall final mark.
- WJEC Music AS / A Level – The performance element can account for up to 34% of the overall final mark (depending on the pathway chosen by the pupil).

Secondary school staff do not have the skill-set to be able to deliver the vast range of provision required to support these elements of the courses. Carmarthenshire Music staff consistently support learners to achieve some of the highest marks across the country.

Learner voice

Carmarthenshire Music Service has a pupil voice programme titled 'Llais Cerdd' where pupils are given the opportunity to shape the programmes of study for ensemble performances. Pupils have been eager to be involved and have felt empowered with the process. We have already started to implement changes to support learners such as adapting the calendar of events to support access. We are in the process of expanding our 'Llais Cerdd' initiative.

Instrument / Equipment Loan

Instruments are provided to pupils free of charge and each 'loan' is reviewed on an individual basis each year. Pupils have access to any instrument within the range of tuition that is offered including adapted / plastic instruments for Additional Learning Needs pupils.

Schools are also able to borrow a wide range of equipment and musical instruments depending on the individual need e.g. Public Address systems, Keyboards, Synthesisers, Amplifiers, Choral Staging etc.

Corporate Support

The Music Service supports corporate colleagues and departments in a variety of ways across a wide range of events each year:

- Performances at events as required e.g. Royal engagements, civic ceremonies, corporate launches etc.

- Equipment loan e.g. Public Address (PA) systems, radio microphones, broadcast, radio communication devices, equipment, support for Theatrau Sir Gar events and productions etc.
- Demonstrations
- Technical support and training

These elements of support are provided free of charge and can often take a significant amount of planning and time for Music Service staff. These elements of support also save money for corporate departments e.g. a small PA hire can cost between £250 and £500 for a short term three day event.

Community Support

The service currently supports a number of instrumental, vocal and theatrical groups in the community including Carmarthen Symphonic Wind Band, Llanelli Wind Band, Llandeilo Wind Band, Nantgaredig Community Band, Crwbin Brass Band, Carmarthen Youth Opera, Carmarthen Amateur Operatic Society and BOW Productions. Support for these organisations is varied and ranges from repertoire and instrument loan to performance support with concerts and productions.

This involvement in community music develops music for lifelong learning contributing to national health and well-being objectives. This allows all that engage with it to build skills for life.

Future plans for community support include an exciting new opportunity to work with the Adult and Community Learning (ACL) team. Learners will be offered a range of group tuition including ukulele lessons and woodwind lessons. We hope to grow and expand this pilot over the coming years.

The Music Service is also investigating the potential of working with leisure department and specifically the county library system. This pilot hopes to make instruments and tutor books available via the same process of hiring books etc. This process is currently being trailed in Scotland and the Music Service hopes to provide the first pilot of this nature in Wales.

Key Events

2023

- Sellout Intermediate and Senior Proms festivals during March / April. With ensemble numbers returning to pre-COVID levels.
- Carmarthenshire Music Service leads on key aspects of the Eisteddfod Sir Gar 2023 (January 2023 – May 2023).
- Junior Proms activities resume with three concerts for over 1,600 primary school pupils (June 2023).
- Symphony Hall, Birmingham (July 2023) – Music for Youth Regional Finals – Carmarthenshire Youth Wind Band.

- During the course of the 2023 Christmas period it is expected that Music Service staff will support over 100 school and community concerts, show and performances.

2022

- Post-COVID recovery of 'face to face' ensembles commences (September 2023). Performance opportunities begin with Key Stage 3, Key Stage 4 and Key Stage 5 ensembles - Primary School opportunities follow shortly after.
- ABC of Opera project launched in Carmarthen and Llanelli for pupils from Years 5-8. The project feature a live band of Secondary school pupils from across the county (October 2022).
- 'Face to face' concert performances resume for all county ensembles in December 2022.

2020 - 2021

- Instrumental and vocal tuition commences for all schools in Carmarthenshire via synchronous means following a successful trial in April 2020. Carmarthenshire leads the way in this new format of tuition with new technology.
- 'Synchronous ensemble activities' launch in April 2020 for Music Service Staff and pupils. Carmarthenshire Music Service is the first entity in Wales to produce work of this nature and receives media coverage.
- Carmarthenshire Music Service becomes one of the first in Wales to resume 'face to face' tuition across all schools.

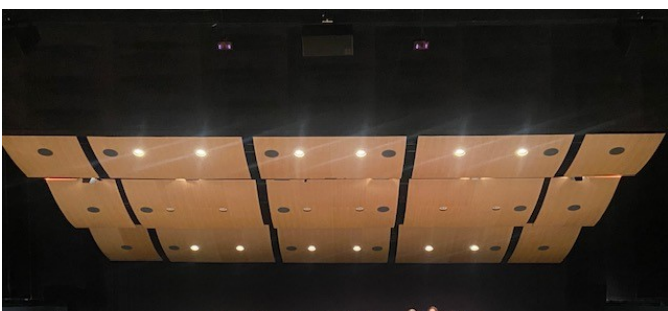
2019

- Sellout Intermediate and Senior Proms festivals during March / April.
- Symphony Hall, Birmingham (July 2019) – Music for Youth Regional Finals – Carmarthenshire Youth Orchestra.
- Royal Performance for HRH The Duchess of Cornwall (July 2019) – Carmarthenshire Youth Jazz Orchestra.



2018

- Symphony Hall, Birmingham (July 2018) – Music for Youth Regional Finals – Côr Merched Sir Gâr, County Wind Band and Carmarthenshire Youth Jazz Orchestra
- Llangollen International Eisteddfod (July 2018) – Côr Merched Sir Gâr
- From 12th September to 14th September 2018 the Music Service staff performed a 'Peripatetic Music Tour' to Key Stage 2 pupils across the county. A total of six concerts were held and over 2,000 Carmarthenshire pupils were in attendance.



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EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE 01/12/2023

SCRUTINY ACTIONS UPDATE

Purpose:

To apprise the Committee of actions taken in response to decisions made.

The Scrutiny Committee is asked to:

Review the progress made in relation to actions, requests or referrals recorded during previous meetings of the Committee.

Reasons:

To enable members to exercise their scrutiny role in relation to monitoring performance.

To be referred to the Cabinet / Council for decision:

No.

Cabinet Member Portfolio Holder:

Not Applicable.

Directorate:

Chief Executive

Name of Head of Service:

Linda Rees Jones

Report Author:

Julie Owens

Designations:

Head of Administration and Law

Democratic Services Officer

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EXECUTIVE SUMMARY

SCRUTINY ACTIONS UPDATE

During the course of a municipal year, several requests for additional information are made by the Committee in order to assist it in discharging its scrutiny role.

The attached report provides members of the Committee with an update on the progress made in relation to these requests.

DETAILED REPORT ATTACHED ?	YES
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IMPLICATIONS

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

Signed: Linda Rees Jones

Head of Administration and Law

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

CABINET MEMBER PORTFOLIO HOLDER(S) AWARE/CONSULTED

N/A

**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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Action No.	Meeting Date	Recommendation/Minute Text / Action Required	Progress Update	Responsible Member(s) / Officer(s)	Status
EYP&WL23/24-01	09.10.2023	The Chair to liaise with the Director of Education and Children's Services to determine an appropriate methodology for the Committee to support Education Services in improving pupil attendance levels.	3 workshops arranged as follows: Session 1: Thursday 14th December 2023 13:00hrs. Session 2: Thursday 8th February 2024 10:00hrs. Session 3: Wednesday 21st February 2024 10:00hrs.	Director of Education and Children's Services / Head of Education Services and Inclusion / Chair of the EYPWL Scrutiny Committee / Democratic Services Officer	In progress
EYP&WL23/24-02	09.10.2023	The comments and observations made by the Committee in respect of the Primary School Admissions Review (Rising 4s) (minute 5 09.10.23) be forwarded to the Cabinet for consideration.		Head of Access to Education / Director of Education and Children's Services	
EYP&WL23/24-03	09.10.2023	SFG progress reports in respect of the Estyn Inspection recommendations be provided to the Committee in the first instance followed by an update in respect of the Sustainable Communities Strategic Focus Group.		Head of Education Services and Inclusion	
EYP&WL23/24-04	09.10.2023	Date to be confirmed in due course for Estyn's review of the Welsh for Adults Provision report to be considered by the Committee		Head of Strategy and Learner Support	

Action No.	Meeting Date	Recommendation/Minute Text / Action Required	Progress Update	Responsible Member(s) / Officer(s)	Status
EYP&WL22/23-01	01.09.2022	FORWARD WORK PLANNING SESSION: a workshop be arranged in early 2023 to provide information on the Post 16 Review, Vocational Qualifications and NEETs. The Workshop to include an analysis of the gaps in supply of workers locally, together with funding issues associated with NEETs. The final report to be presented to the Committee on 16.03.2023	Date set for 10.02.2023	Julian Dessent, Curriculum & Learning Network Manager	complete
EYP&WL22/23-02		FORWARD WORK PLANNING SESSION: Given the change in membership following the 2022 local government elections, the Chair requested that previous reports on Elective Home Education (EHE) be circulated to the Committee. This information will determine what further reports/information should be requested by the Committee going forward given that the Council was limited in terms of funding and powers to progress this matter.	Previous reports and WG statistics circulated to the Committee 13/12/2022	Jan Coles, Head of Children's Services / Julie Owens, Democratic Services Officer	complete
EYP&WL22/23-03	01.09.2022	FORWARD WORK PLANNING SESSION: Workshop on Self Evaluation and School Data to be provided as soon as possible.	Workshop delivered on 18.10.2022	Heads of Services	complete
EYP&WL22/23-04	01.09.2022	FORWARD WORK PLANNING SESSION: Members, in recognising the benefits of site visits , expressed a desire to resume these in 2023 on the provision that schools were comfortable in hosting site visits.	Request made on 31.01.23 for Education department to arrange a visit with Ysgol Gynradd Gorslas. AT to arrange site visit schedule	Aneirin Thomas, Head of Education and Inclusion Services	In progress
EYP&WL22/23-05	01.09.2022 & 13.09.2022	FORWARD WORK PLANNING SESSION AND SCORING MATRIX SESSION: An information note to be circulated to all County Councillors to provide an update on the progress made with the roll-out of the provision of free school meals . Furthermore, an update report to be circulated setting out how the Eligibility for Free School Meals (EFSM) categorisation issue has been addressed and will be measured going forward.	Regular updates provided to ALL MEMBERS in the Councilor news bulletins- latest update provided w/c 27th April. Carmarthenshire Catering Service on track to deliver in line with Welsh Government expectations. If possible, we will roll-out earlier than proposed.	Gareth Morgans, Director of Education and Children's Services.	complete
EYP&WL22/23-06	01.09.2022	FORWARD WORK PLANNING SESSION: A development session to be arranged setting out the role and remit of the Committee following confirmation of its revised Terms of Reference.	Development session provided on 01.12.2022	Gareth Morgans, Director of Education and Children's Services / Linda Rees Jones, Head of Administration and Law	complete
EYP&WL22/23-07	13.09.2022	SCORING MATRIX SESSION: The Education department to determine appropriate date for a report to be presented to the Committee on "Transformation, Innovation Change (TIC), including school budgets".	Incorporated into the Forward Work Plan 2022/23 - report to be presented 16.03.2023	Heads of Service/ Gareth Morgans, Director of Education and Children's Services	complete
EYP&WL22/23-08	13.09.2022	SCORING MATRIX SESSION: possible report to be provided on the topic of "Team Around the Family", if considered to be within the remit of the Committee.	Discussed at the Forward Work Planning Session on 23.01.2023 whereby it was concluded that the item is not relevant to the terms and reference of the committee. The item has been removed from the Forward Work Plan.	All Members / Gareth Morgans, Director of Education and Children's Services	complete
EYP&WL22/23-09	13.09.2022 & 27.01.23	SCORING MATRIX SESSION: The Education department to determine an appropriate date for a report to be presented to the Committee on "Sustainable Communities for Learning Programme".	update 27/01/23 - Consultation with the Committee to be undertaken by way of a Workshop on the Carmarthenshire's Sustainable Communities for Learning Programme. Education and Children's Services department to confirm date with Democratic Services for arrangements to be made (Spring 2023). Update 26/04/23 - The update of the Modernising Education Programme (reverting to original name) will be completed during the Summer term. A workshop is planned for all Members to outline progress and draft approaches to reviewing our schools and investment priorities.	Heads of Service/ Gareth Morgans, Director of Education and Children's Services	complete
EYP&WL22/23-10	13.09.2022	SCORING MATRIX SESSION: The Education department to determine an appropriate date for a report to be presented to the Committee on the provision of education post-COVID. Committee Members to set out the report requirements.	Summary of Estyn Inspection Outcomes considered by the Committee on 05.05.23. Furthermore, a Post-COVID review of pupil's attendance and behaviour (including input from Coedcae School) incorporated into 2023/24 FWP (June 2023)	Education and Children's Services department.	complete
EYP&WL22/23-11	01.09.22 & 13.09.202	FORWARD PLANNING SESSION AND SCORING MATRIX SESSION: Report on the Welsh in Education Strategic Plan (WESP) to be considered by the Committee following publication of the first year annual report.	Incorporated into the Forward Work Plan for 2023/24 (July 2023)	Julie Owens, Democratic Services Officer	complete

EYP&WL22/23-12	01.09.2022 & 13.09.2022	FORWARD PLANNING SESSION AND SCORING MATRIX SESSION: Further information on the Welsh in Education Forum terms of reference and membership be circulated to the Committee.	circulated to the Committee in 13.01.2023	Gareth Morgans, Director of Education and Children's Services / Head of Service	complete
EYP&WL22/23-13	06/10/2022	EDUCATION AND CHILDREN SCRUTINY COMMITTEE ANNUAL REPORT 2021/22 Typographical correction to section 6.2.3 of the report which would be updated to reflect that the committee had considered its report in 2021.	report updated on 06/10/2022.	Julie Owens, Democratic Services Officer	complete
EYP&WL22/23-14	06/10/2022	EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE FORWARD WORK PLAN FOR 2022/23 A request was made for an update on the recommendations from the School Organisation Consultation Process Task and Finish Group report to be incorporated into the Forward Work Plan.	incorporated into the Forward Work Plan for May 2023	Education and Children's Services department.	complete
EYP&WL22/23-15	06/10/2022	FORTHCOMING ITEMS - Cabinet Member for Health and Social Services to be invited to the next meeting to present the Carmarthenshire Youth Justice Plan	The Cabinet Member for Health and Social Services presented the Youth Justice Plan at the Scrutiny Meeting held on 01/12/2022	Democratic Services Officer	complete
EYP&WL22/23-16	18/10/2022	SELF EVALUATION AND SCHOOL DATA WORKSHOP - Survey to be distributed to Parent Governors to collate data, including the issues experienced with the HWB platform, with a view to providing appropriate support in their roles.	Lowri and Tanya developing survey to gather views of ict etc	Elin Forsyth, Head of School Effectiveness	In progress
EYP&WL22/23-17	01/12/2022	YOUTH JUSTICE PLAN - the graphical representation set out at page 19 of the Youth Justice Plan pertaining to 'offence type' had been condensed and would therefore be re-issued to the Committee with the full information.	Updated graph and key circulated to Committee Members on 05/12/2022	Gill Adams, Youth Support Service Principal Manager	Complete
EYP&WL22/23-18	01/12/2022	YOUTH JUSTICE PLAN - Future reports to contain a comprehensive glossary to explain the full list of abbreviations, and keys would be provided to enable readers to easily interpret the graphical representations.	Noted for the Youth Justice Plan 2023/24	Aeron Rees, Head of Strategy and Learner Support / Gill Adams, Youth Support Service Principal Manager	complete
EYP&WL22/23-19	01/12/2022	DRAFT COUNTY COUNCIL ANNUAL REPORT 2021/22 Page 19 - "Well-being Objective 1 Start Well - Help to give every child the best start in life and improve their early life experiences". Wording on graphs to be reviewed in terms of accuracy because, whilst the long-term trend has reduced, the figures for 2021/22 represent an increase on the previous year.	It was agreed that a better word to use should have been 'declined' rather than 'reduced', however this amendment was missed in the quick turn-around of publishing the report. The points raised will be taken on board for future reports.	John Buck, Performance and Information Officer	complete
EYP&WL22/23-20	01/12/2022	DRAFT COUNTY COUNCIL ANNUAL REPORT 2021/22 - Comparable information between the level of EU grant funding and the Shared Prosperity Fund to be provided to the Committee in due course.	information circulated to the Committee on 14.03.2023	Aeron Rees, Head of Strategy and Learner Support	complete
EYP&WL22/23-21	01/12/2022	DRAFT COUNTY COUNCIL ANNUAL REPORT 2021/22 - An update on the ongoing work within the Authority to tackle poverty in the education system to be circulated to the Committee in due course.	information circulated to the Committee on 14.03.2023	Aeron Rees, Head of Strategy and Learner Support	complete
EYP&WL22/23-22	01/12/2022	EXPLANATION FOR NON-SUBMISSION OF SCRUTINY REPORT - The report on 'Support for curriculum development across the schools in Carmarthenshire' to be provided to Committee at its meeting on 23.01.23. Representatives from PARTNERIAETH to be invited.	Considered at the Scrutiny Committee meeting held on 23.01.23	Elin Forsyth, Head of School Effectiveness / Julie Owens, Democratic Services Officer / John Buck, Performance and Information Officer	complete
EYP&WL22/23-23	27/01/23	Alternative Outdoor Education Offer – scheduled to be considered at Cabinet on 27.03.23. Chair has agreed that the Cabinet report is to be circulated to Committee in due course. Members can then request any further information or a specific report to the Committee if required.	Report circulated to Scrutiny Members by email on 02.02.23	Ian Jones, Head of Leisure	complete
EYP&WL22/23-24	27/01/2023	School Cluster Groups. Education and Children's Services department to provide a list of School Cluster Groups for circulation to the Committee.	EF to share all cluster groups.	Elin Forsyth, Head of School Effectiveness /	ongoing
EYP&WL22/23-25	27/01/2023	Glossary of Terms. Education and Children's Services department to produce a generic glossary of terms of frequently used abbreviations which can then be added to the Committee agenda pack template.		All Heads of Service	ongoing
EYP&WL22/23-26	24/03/2023	Schools Transformation Programme. Request that headteachers circulate the benchmarking data 2022/23 to School Governors. Allan Carter to attend the next meeting of the Governors Forum to provide an overview of the work undertaken by the Schools Transformation Programme.	Secondary Headteachers have been advised to share this information with Governors.	Gareth Mogans / Allan Carter	ongoing

EYP&WL22/23-27	24/03/2023	Explore the possible introduction of taster sessions, or workplace experience as Teaching Assistants for university students to further understand the requirements of the teaching role in order to make informed career choices and encourage completion of the PGC.	We have asked to meet with Swansea University to discuss this in the first instance due to our recent partnership working with them. We are awaiting a response. Update 15.06.23: Conversations with Swansea University have stalled due to staffing issues within the University. However we have also now opened conversations along the same lines with Cardiff Metropolitan University. This matter will be progressed following the Estyn inspection of the Department in July.	Aeron Rees / Julian Dessent	ongoing
EYP&WL22/23-28	24/03/2023	Draft Divisional Plans - general update and demonstration of the music service's 'soundtrap' package to be offered to members	Music Service Provision incorporated into the Forward Work Plan for 2023/24 (December 2023)	Elin Forsyth	ongoing
EYP&WL22/23-29	24/03/2023	Reports on the following topics to be prepared (including copies of the original task and finish reports) to be considered by Committee at an informal session on conclusion of the next Scrutiny meeting: •Update on recommendations from the School Organisation Consultation Process Task and Finish Group •Update on recommendations from the Early Years Task and Finish Group	Ongoing, update on School Organisation and Early Years Task and Finish reports are being presented at the FWP session on the 11th May	Heads of Service	complete
EYP&WL22/23-30	11.05.2023 (FWP session)	Workshop on the review of processes regarding the transfer of pupils between schools - Education department to determine appropriate date in the Autumn 2023.	workshop arranged for 10.05.2024	Aneirin Thomas, Head of Education and Inclusion Services	In progress
EYP&WL22/23-31	11.05.2023 (FWP session)	Workshop / Development Session on School Federations. Outline of the arrangements for grouping schools – to include the different types / models of and Governance arrangements. Education Department to determine appropriate date in 2024	workshop arranged for 20.03.2024	Heads of Services	In progress
EYP&WL22/23-32	11.05.2023 (FWP session)	Outdoor Education Offer Overview – possible joint development session / workshop with Communities, Homes and Regeneration (portfolio holders). Communities division to determine appropriate date in the Spring 2024		Ian Jones / Chair of CHR Scrutiny / Chair of EYPWL Scrutiny	

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

01/12/2023

Explanation for Non-Submission of Scrutiny Report

Purpose:

Explanation provided for the non-submission of a scrutiny report.

The Scrutiny Committee Is Asked To:

Note the explanation provided for the non-submission of a scrutiny report.

Reason:

The Council's Constitution requires Scrutiny Committees to develop, publish and keep under review an annual Forward Work Plan which identifies the issues and reports to be considered at meetings during the course of the year. If a report is not presented as scheduled, officers are expected to prepare a non-submission report explaining the reason(s) why.

To be referred to the Cabinet for decision: NO

Cabinet Member Portfolio Holder: Cllr. Glynog Davies (Cabinet Member for Education and Welsh Language)

Directorate:
Chief Executive

Name of Head of Service:
Linda Rees Jones

Report Author:
Julie Owens

Designations:

Head of Administration and Law

Democratic Services Officer

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EXECUTIVE SUMMARY

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

Explanation for Non-Submission of Scrutiny Report

The Council's Constitution requires Scrutiny Committees to develop, publish and keep under review an annual Forward Work Plan which identifies the issues and reports to be considered at meetings during the course of the year.

If a report is not presented as scheduled, officers are expected to prepare a non-submission report explaining the reason(s) why.

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: Linda Rees-Jones

Head of Administration & Law

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

**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

Locations that the papers are available for public inspection

**EDUCATION, YOUNG PEOPLE & THE
WELSH LANGUAGE SCRUTINY
COMMITTEE
1ST DECEMBER 2023**

**EXPLANATION FOR NON-SUBMISSION
OF SCRUTINY REPORT**

ITEM	RESPONSIBLE OFFICER	EXPLANATION	REVISED SUBMISSION DATE
Update on the Eight Priority Areas within the Education and Children's Services division: (one priority to be considered in each quarter of the year)	Aneirin Thomas	The Scrutiny Committee were presented with the clear objectives for each SFG during the previous meeting. Officers consider that it is too early, and not rational to offer updates at this point.	Spring 2024

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EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE 01/12/2023

Forthcoming Items

Purpose:

To provide background information on the forthcoming items to be considered by the Education, Young People and the Welsh Language Scrutiny Committee at its next meeting.

The Scrutiny Committee is asked to:

Note the forthcoming items to be considered at the next meeting of the Education, Young People and the Welsh Language Scrutiny Committee to be held on 31 January 2024.

Reason:

The Council's Constitution requires Scrutiny Committees, at the commencement of each municipal year, to develop and publish a Forward Work Plan which identifies the issues and reports which will be considered at meetings during the course of the year.

To be referred to the Cabinet for decision:

No.

Cabinet Member Portfolio Holder:

Cllr. Glynog Davies (Education and Welsh Language)

<p>Directorate: Chief Executive's</p>	<p>Designations:</p>	<p>Tel Nos. / E-Mail Addresses:</p>
<p>Name of Head of Service: Linda Rees-Jones</p>	<p>Head of Administration & Law</p>	<p>01267 224010 lrjones@carmarthenshire.gov.uk</p>
<p>Report Author: Julie Owens</p>	<p>Democratic Services Officer</p>	<p>01267 224088 juowens@carmarthenshire.gov.uk</p>

EXECUTIVE SUMMARY

EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE

01/12/2023

FORTHCOMING ITEMS

The Council's Constitution requires Scrutiny Committees, at the commencement of each municipal year, to develop and publish a Forward Work Plan which identifies the issues and reports to be considered at meetings during the course of the year. When formulating the Forward Work Plan the Scrutiny Committee will take into consideration those items included on the Cabinet's Forward Work Plan.

The list of forthcoming items attached includes those items which are scheduled in the latest version of the Education, Young People and the Welsh Language Scrutiny Committee's Forward Work Plan to be considered at its next meeting.

The Cabinet Forward Plan is updated on a regular basis, the most recent version is available to view in the following link:-

<https://democracy.carmarthenshire.gov.wales/mgListPlans.aspx?RPId=131&RD=0>

Also attached for information is the 2023/24 Forward Work Plan for the Education, Young People and the Welsh Language Scrutiny Committee.

DETAILED REPORT
ATTACHED?

YES:

- (1) List of Forthcoming Items
- (2) Education, Young People and Welsh Language Scrutiny Committee Forward Work Plan

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FORTHCOMING ITEMS – TO BE CONSIDERED AT THE NEXT MEETING OF THE EDUCATION, YOUNG PEOPLE AND THE WELSH LANGUAGE SCRUTINY COMMITTEE TO BE HELD ON 31 JANUARY 2024

In order to ensure effective Scrutiny, Members need to be clear as to the purpose of requesting specific information and the outcome they are hoping to achieve as a consequence of examining a report. Limiting the number of agenda items may help to keep meetings focused and easier to manage.

Agenda Item	Background	Reason for report
DRAFT DIVISIONAL SERVICE DELIVERY PLANS	<p>The Divisional Delivery Plans set the strategic actions and measures that the services within the Division will take forward in order for the Council to make progress against its Well-being Objectives, thematic priorities and service priorities.</p> <p>Draft Plans are prepared to accompany and aid budgetary discussions, while final Plans are published in line with the new financial year in April 2024.</p>	<p>This item will enable the Committee to consider and comment on the Education and Children's Services Business Plan's relevant to its remit.</p>
REVENUE BUDGET STRATEGY CONSULTATION	<p>As part of the Council's consultation procedures on the development of its budget strategy, all scrutiny committees are provided with the opportunity of considering commenting on the Strategy.</p>	<p>The objective of the report is to allow members to consider the corporate budget strategy and the associated service delivery impact and options for the forthcoming years.</p>
UPDATE ON THE CHILDCARE OFFER FOR WALES	<p>In 2018/19 the Education & Children Scrutiny Committee completed a Task & Finish Review of the current provision for early years education, childcare and play opportunities.</p>	<p>To receive an update on the Childcare Offer for Wales in accordance with its intended primary aims to:</p> <ul style="list-style-type: none"> -enable more parents, particularly mothers, to return to work -increase the disposable income of those in work and help counteract poverty for those in low-paid jobs

		-encourage child development and school readiness
UPDATE ON THE STRATEGIC FOCUS GROUPS WITHIN THE EDUCATION AND CHILDREN'S SERVICES DIVISION	Update on the Eight Priority Areas Priorities within the Education and Children's Services division: The Scrutiny Committee to consider one priority in each quarter of the year, reviewing the objectives and proposing updates/changes as required.	To enable Committee to keep abreast of and review the work of the Education and Children's Services division.
REVENUE & CAPITAL BUDGET MONITORING REPORT 2023/24	To provide the Committee with an update on the latest budgetary position as at 31 October 2023, in respect of 2023/24	To allow members to exercise their scrutiny role in relation to the report.
UPDATE ON ESTYN REPORT PUBLICATIONS	To ensure that the Committee are kept abreast of the latest Estyn report publications.	To enable Committee to kept abreast of the latest Estyn report publications and raise items to be added to the Committee's Forward Work Plan.

Education, Young People and the Welsh Language Scrutiny Committee Forward Plan 2023/24

FOR THE PERIOD 1 DECEMBER 2023 TO 23 MAY 2024

Subject / Decision	To be considered by	Date	Lead Member	Lead Officer
<p>Music Provision for Schools</p> <p>The report will provide an update on the provision and delivery of the music service. An update on the efficiency savings will also be provided.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Elin Forsyth, Strategic Lead for School Effectiveness</i> <i>EMForsyth@carmarthenshire.gov.uk</i></p>
<p>School Recruitment and Staffing Update</p> <p>The report will provide an update on school recruitment and staffing figures, including:</p> <ul style="list-style-type: none"> -statistics on the number of students applying for and completing Post Graduate Certificates -the number of students completing Post Graduate Certificates through the medium of Welsh -the number of Welsh language medium teachers -recruitment and staffing figures 	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Review of Supply Staff Arrangements in Carmarthenshire</p> <p>The report will enable the Committee to review the cost effectiveness of the current external and determine whether there is scope for an in-house service provision.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Elin Forsyth, Strategic Lead for School Effectiveness</i> <i>EMForsyth@carmarthenshire.gov.uk</i></p>
<p>Update on the Eight Priority Areas Within the Education and Children's Services Division</p> <p>To receive an update on the Eight Priority Areas within the Education and Children's Services division. The Committee will focus one priority in each quarter of the year, reviewing the objectives and proposing updates/changes as required.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk, Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk, Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk</i></p>
<p>Scrutiny Actions Update</p> <p>The report will enable the Committee to review the progress made in relation to actions, requests or referrals recorded during previous meetings of the Committee.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cllr. Carys Jones</p>	<p><i>Julie Owens, Democratic Services Officer</i> <i>JuOwens@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Forthcoming Items</p> <p>To provide background information on the forthcoming items to be considered by the Education, Young People and the Welsh Language Scrutiny Committee at its next meeting.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cllr. Carys Jones</p>	<p><i>Julie Owens, Democratic Services Officer</i> <i>JuOwens@carmarthenshire.gov.uk</i></p>
<p>Revenue & Capital Budget Monitoring Report 2023/24</p> <p>To provide Scrutiny with an update on the latest budgetary position as at 31st August 2023, in respect of 2023/24. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cabinet Member for Resources, Cabinet Member for Education & Welsh Language</p>	<p><i>Chris Moore, Director of Corporate Services</i> <i>cmoore@carmarthenshire.gov.uk</i></p>
<p>Update on Estyn Report Publications</p> <p>The report provides links to the latest Estyn report publications, which will enable the Committee to be appraised of developments/emerging issues. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Gareth Morgans, Director of Education & Children's Services</i> <i>edgmorgans@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>10 Year Social Services Strategy</p> <p>To provide members with a vision on how the Council will provide the statutory social services functions over the next decade. The document will detail the following areas: Introduction, Vision Statement, The services people receive, Social Work Models of care, Safeguarding, Integration and Partnerships , Workforce and an Action Plan.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>1 Dec 2023</p>	<p>Cllr. Jane Tremlett, Cabinet Member</p>	<p><i>Jake Morgan, Director of Community Services</i> <i>jakemorgan@carmarthenshire.gov.uk</i></p>
<p>Divisional Service Delivery Plans</p> <p>The Divisional Delivery Plans set the strategic actions and measures that the services within the Division will take forward in order for the Council to make progress against its Well-being Objectives, thematic priorities and service priorities.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk</i>, <i>Gareth Morgans, Director of Education & Children's Services</i> <i>edgmorgans@carmarthenshire.gov.uk</i>, <i>Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk</i>, <i>Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk</i>, <i>Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Revenue Budget Strategy Consultation</p> <p>The objective of the report is to allow members to consider the corporate budget strategy and the associated service delivery impact and options for the forthcoming years.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cabinet Member for Resources</p>	<p><i>Chris Moore, Director of Corporate Services</i> <i>cmoore@carmarthenshire.gov.uk</i></p>
<p>Update on Childcare Offer for Wales</p> <p>To receive an update on the Childcare Offer for Wales in accordance with its intended primary aims to:</p> <ul style="list-style-type: none"> -enable more parents, particularly mothers, to return to work -increase the disposable income of those in work and help counteract poverty for those in low-paid jobs -encourage child development and school readiness 	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Noeline Thomas, Service Manager</i> <i>NoThomas@carmarthenshire.gov.uk, Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk</i></p>
<p>Update on the Strategic Focus Groups within the Education and Children's Services Division</p> <p>The report provides a biannual update on the work of the Strategic Focus Groups within the Education and Children's Services Division, with an opportunity for the Committee to input as the work develops departmentally.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk, Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Forthcoming Items</p> <p>To provide background information on the forthcoming items to be considered by the Education, Young People and the Welsh Language Scrutiny Committee at its next meeting.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cllr. Carys Jones</p>	<p><i>Julie Owens, Democratic Services Officer</i> <i>JuOwens@carmarthenshire.gov.uk</i></p>
<p>Revenue & Capital Budget Monitoring Report 2023/24</p> <p>To provide Scrutiny with an update on the latest budgetary position as at 31st October 2023, in respect of 2023/24. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cllr. Glynog Davies, Cabinet Member, Cllr. Alun Lenny, Cabinet Member</p>	<p><i>Chris Moore, Director of Corporate Services</i> <i>cmoore@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Update on Estyn Report Publications</p> <p>The report provides links to the latest Estyn report publications, which will enable the Committee to be appraised of developments/emerging issues. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Gareth Morgans, Director of Education & Children's Services</i> <i>edgmorgans@carmarthenshire.gov.uk</i></p>
<p>Performance Management Report Quarter 2</p> <p>The report provides an update in respect of the Actions and Measures relevant to the Education, Young People and Welsh Language Scrutiny Committee's linked to the Corporate Strategy and Well-being Objectives. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>31 Jan 2024</p>	<p>Cllr. Glynog Davies, Cabinet Member</p>	<p><i>Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk, Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk, Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Update on Estyn's Review of the Welsh for Adults Provision</p> <p>To review the council's current position and be assured that arrangements are in place to address any identified recommendations / areas for improvement.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>Date to be confirmed</p>	<p>Cllr. Glynog Davies, Cabinet Member</p>	<p><i>Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk</i></p>
<p>Progress Update on the Roll-out of Free School Meals Across Carmarthenshire</p> <p>The report will detail the progress made by the Council on the roll-out of Free School Meals across Carmarthenshire against Welsh Government timescales. An overview of the challenges in terms of capacity issues, including kitchen facilities and staffing resources will also be included.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>3 Apr 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk</i></p>
<p>Additional Learning Needs Update</p> <p>The report will provide information pertaining to the progress made regarding the implementation of the Additional Learning Needs and Education Tribunal (Wales) Act and the areas of best practice with pupils with Additional Learning Needs.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>3 Apr 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk</i></p>
<p>Update on the Eight Priority Areas within</p>	<p>Education, Young</p>	<p>3 Apr 2024</p>	<p>Cabinet Member for</p>	<p><i>Aneirin Thomas, Head of</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>the Education and Children's Services Division</p> <p>To receive an update on the Eight Priority Areas within the Education and Children's Services division. The Committee will focus one priority in each quarter of the year, reviewing the objectives and proposing updates/changes as required.</p>	<p>People & the Welsh Language Scrutiny Committee</p>		<p>Education and Welsh Language</p>	<p><i>Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk, Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk, Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk</i></p>
<p>Forthcoming Items</p> <p>To provide background information on the forthcoming items to be considered by the Education, Young People and the Welsh Language Scrutiny Committee at its next meeting.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>3 Apr 2024</p>	<p>Cllr. Carys Jones</p>	<p><i>Julie Owens, Democratic Services Officer</i> <i>JuOwens@carmarthenshire.gov.uk</i></p>
<p>Revenue & Capital Budget Monitoring Report 2023/24</p> <p>To provide Scrutiny with an update on the latest budgetary position as at 31st December 2023, in respect of 2023/24. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>3 Apr 2024</p>	<p>Cllr. Glynog Davies, Cabinet Member, Cllr. Alun Lenny, Cabinet Member</p>	<p><i>Chris Moore, Director of Corporate Services</i> <i>cmoore@carmarthenshire.gov.uk</i></p>
<p>Update on Estyn Report Publications</p>	<p>Education, Young</p>	<p>3 Apr 2024</p>	<p>Cabinet Member for</p>	<p><i>Gareth Morgans, Director of</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>The report provides links to the latest Estyn report publications, which will enable the Committee to be appraised of developments/emerging issues. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>People & the Welsh Language Scrutiny Committee</p>		<p>Education and Welsh Language</p>	<p><i>Education & Children's Services</i> <i>edgmorgans@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Performance Management Report Quarter 3</p> <p>The report provides an update in respect of the Actions and Measures relevant to the Education, Young People and Welsh Language Scrutiny Committee's linked to the Corporate Strategy and Well-being Objectives. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>3 Apr 2024</p>	<p>Cllr. Glynog Davies, Cabinet Member</p>	<p><i>Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk, Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk, Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk</i></p>
<p>Update on the Work of the Carmarthenshire Youth Council</p> <p>To receive an update on the work of the Carmarthenshire Youth Council in accordance with the four main areas of representation pertaining to:</p> <ul style="list-style-type: none"> -Education -Universal -Special Interest -Welsh Youth Parliament 	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>17 May 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Sarah Powell, Young People's Participation Co-ordinator</i> <i>SJPowell@carmarthenshire.gov.uk, Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Gill Adams, Principal Manager - Youth Support Service</i> <i>GMAadams@carmarthenshire.gov.uk</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Update on the Strategic Focus Groups within the Education and Children's Services Division</p> <p>The report provides a biannual update on the work of the Strategic Focus Groups within the Education and Children's Services Division, with an opportunity for the Committee to input as the work develops departmentally.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>17 May 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Jan Coles, Head of Children and Families</i> <i>jcoles@carmarthenshire.gov.uk, Simon Davies, Head of Access to Education</i> <i>sidavies@carmarthenshire.gov.uk, Aeron Rees, Head of Strategy and Learner Support</i> <i>jarees@carmarthenshire.gov.uk, Aneirin Thomas, Head of Education Services and Inclusion</i> <i>ARThomas@carmarthenshire.gov.uk</i></p>
<p>Scrutiny Actions Update</p> <p>The report will enable the Committee to review the progress made in relation to actions, requests or referrals recorded during previous meetings of the Committee.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>17 May 2024</p>	<p>Cllr. Carys Jones</p>	<p><i>Julie Owens, Democratic Services Officer</i> <i>JuOwens@carmarthenshire.gov.uk</i></p>
<p>Forthcoming Items</p> <p>To provide background information on the forthcoming items to be considered by the Education, Young People and the Welsh Language Scrutiny Committee at its next meeting.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>17 May 2024</p>	<p>Cllr. Carys Jones</p>	<p><i>Julie Owens, Democratic Services Officer</i> <i>JuOwens@carmarthenshire.gov.uk</i></p>
<p>Revenue & Capital Budget Monitoring</p>	<p>Education, Young</p>	<p>17 May 2024</p>	<p>Cllr. Alun Lenny, Cabinet</p>	<p><i>Chris Moore, Director of</i></p>

Subject / Decision	Decision Maker	Decision Due Date	Lead Member	Lead Officer
<p>Report 2023/24</p> <p>To provide Scrutiny with an update on the latest budgetary position as at 28th February 2024, in respect of 2023/24. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>People & the Welsh Language Scrutiny Committee</p>		<p>Member, Cllr. Glynog Davies, Cabinet Member</p>	<p><i>Corporate Services</i> <i>cmoore@carmarthenshire.gov.uk</i></p>
<p>Update on Estyn Report Publications</p> <p>The report provides links to the latest Estyn report publications, which will enable the Committee to be appraised of developments/emerging issues. The report will be circulated to the Committee for consideration outside the meeting process by email.</p>	<p>Education, Young People & the Welsh Language Scrutiny Committee</p>	<p>17 May 2024</p>	<p>Cabinet Member for Education and Welsh Language</p>	<p><i>Gareth Morgans, Director of Education & Children's Services</i> <i>edgmorgans@carmarthenshire.gov.uk</i></p>

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EDUCATION, YOUNG PEOPLE & THE WELSH LANGUAGE SCRUTINY COMMITTEE

MONDAY, 9 OCTOBER 2023

PRESENT: Councillor A.C. Jones (Chair)

Councillors (In Person):

S.M. Allen	K.V. Broom	P. Hughes-Griffiths
H. Jones	M.J.A. Lewis	S.L. Rees
E. Skinner		

Councillors (Virtually):

L.R. Bowen	B.W. Jones	D. Jones
M. Thomas		

Co-opted Members (In Person):

V. Kenny, Roman Catholic Church Representative

Co-opted Members (Virtually):

A. Enoch, Parent Governor

Cabinet Members (In Person)

G. Davies, Cabinet Member for Education and Welsh Language

Also Present (In Person):

G. Morgans, Director of Education & Children's Services
S. Davies, Head of Access to Education
A. Rees, Head of Strategy and Learner Support
A Thomas, Head of Education Services and Inclusion
E. Forsyth, Strategic Lead for School Effectiveness
A. Carter, Senior Manager - TIC Schools
S. Nolan, Group Accountant
E. Evans, Principal Democratic Services Officer
J. Owens, Democratic Services Officer
K. Evans, Democratic Services Officer

Also Present (Virtually):

S. Rees, Simultaneous Translator
L. West, Estyn Representative

Chamber - County Hall, Carmarthen. SA31 1JP and remotely - 10.00 am - 12.11 pm

1. APOLOGIES FOR ABSENCE

There were no apologies for absence.

Note: These minutes are subject to confirmation at the next meeting.

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

Councillor	Minute Number	Nature of Interest
B. W. Jones	Item 5: Primary School Admissions Review (Rising 4s)	Local Authority Governor in Ysgol Meithrin Rhydaman
B. W. Jones	Item 6: School Budgets	Son is Headteacher of a school within Carmarthenshire. Cllr Jones has been granted dispensation by the Standards Committee allowing her to speak and make representations only.
S. L. Rees	Item 4 - Estyn Inspection of Carmarthenshire's Local Government Education Services	Local Authority Governor in respect of Ysgol Penrhos
H. Jones*	Item 5: Primary School Admissions Review (Rising 4s)	Son is attending one of the schools where Rising 4s is in existence.

*Declaration made at the commencement of item 5.

There were no declarations of prohibited party whips.

3. PUBLIC QUESTIONS (NONE RECEIVED)

The Chair advised that no public questions had been received.

4. ESTYN INSPECTION OF CARMARTHENSHIRE'S LOCAL GOVERNMENT EDUCATION SERVICES

[Note: Councillor S. L. Rees had earlier declared an interest in this item and remained in the meeting during the deliberation and voting thereof].

The Committee received for consideration the outcome of the Estyn inspection of Carmarthenshire's Education Services undertaken in July 2023 in accordance with the Local Government Education Services (LGES) framework.

The inspection covered 3 main areas pertaining to outcomes, education services and leadership & management. The inspection concluded that Carmarthenshire's education services was being led robustly by senior leaders and elected members, who shared a clear vision for education within the authority. The inspection identified productive working relationships with schools and other providers, with valuable and purposeful school improvement processes in place.

Note: These minutes are subject to confirmation at the next meeting.

On the whole, arrangements for modernising and re-organising the Authority's schools were considered to be robust, with suitable provision in place to meet the needs of pupils with additional learning needs (ALN). Reference was also made to the recent work undertaken by education services to refine its provision to support and improve behaviour within schools, and it was pleasing to note that positive outcomes had already emerged in this regard.

The report identified that over time, the inspection outcomes of schools in Carmarthenshire varied, although more recently, since the recommencement of Estyn Inspections in 2022, the proportion requiring follow-up activity by Estyn had decreased.

Committee considered the areas for improvement which had culminated in a total of 3 recommendations in respect of improving pupils' attendance in the Authority's schools, strengthening school improvement processes, particularly for secondary schools and refining approaches to self-evaluation and improvement planning.

The Cabinet Member for Education and Welsh Language expressed his appreciation for the sterling efforts of all those involved to ensure the continued provision of the best possible education for children and young people.

A number of observations and queries were addressed, as follows:

The Committee welcomed the positive judgements set out within the report and commended the education services department, schools and pupils alike for the exceptional report, and which provided a clear focus for the Authority in moving forward with the provision of educational services for Carmarthenshire.

In considering the areas for improvement set out within the report, the Committee was appraised of the progress made in response to each recommendation and was assured to note that work had already begun to address aspects of the recommendations prior to the inspection as they had already been identified via the Authority's self-evaluation and improvement planning processes. The Committee acknowledged the clear commitment towards improving pupil attendance within the Authority, with progress already achieved in many schools. It was suggested that support could be provided to the education service to address this national issue by way of a partnership approach involving key stakeholders, including Committee members, parents, governors, teachers, pupils and input from Welsh Government to review the available data and identify best practice to inform the education service's strategy in going forward. Reference was made to research undertaken by 'ParentKind' on behalf of the Welsh Government which reflected upon the changing attitudes towards school attendance since the Covid-19 pandemic. In this regard a discussion ensued on the ongoing campaign to address the issue of term-time school absence for family holidays and the need for Welsh Government to explore different models of education e.g. a four-term academic year which could positively impact on attendance levels.

Note: These minutes are subject to confirmation at the next meeting.

In response to a query, the Director of Education and Children's Services clarified that schools recorded an array of data, including incidents of bullying, however this information would now be collated by the education services division to identify key trends.

UNANIMOUSLY RESOLVED that:

- 4.1 the report be noted;**
- 4.2 the Chair liaise with the Director of Education and Children's Services to determine an appropriate methodology for the Committee to support Education Services in improving pupil attendance levels.**

5. PRIMARY SCHOOL ADMISSIONS REVIEW (RISING 4S)

[Note: Councillors B. W. Jones and H. Jones declared an interest in this item and remained in the meeting during the deliberation and voting thereof].

The Committee received for consideration a report which reviewed the Authority's primary school admission arrangements and which had been prepared in response to the recommendations emanating from the Task and Finish Review of the current provision for early years education, childcare and play opportunities undertaken by the Committee in 2018/19.

The report provided an overview of the current arrangements for nursery and full-time admissions to primary schools in Carmarthenshire, together with a research-based comparison of full-time and part-time admission arrangements with all other Local Authorities in Wales. In this regard, it was confirmed that Carmarthenshire was the only Authority in Wales with a 'rising 4s' policy.

The report outlined the challenges faced in relation to accommodation and school capacity, inconsistency with other Authorities, nursery and early years provision, funding and the admissions process itself.

Committee considered the potential implications of any changes to current arrangements in terms of parental perception, equity of provision, redistribution of funding and consultation requirements. In an update to the Committee regarding timescales, the Director of Education and Children's Services reported that the implementation date of any changes to the full-time admission arrangements of learners would be September 2025, with consultation commencing in the near future.

A number of observations and queries were addressed, as follows:

It was expressed that the termly intake of pupils presented challenges for education services in terms of administration processes and could also place significant accommodation pressures for schools in terms of the organisation of classrooms. In this regard, it was suggested that a set start date of September

Note: These minutes are subject to confirmation at the next meeting.

could be an appropriate way forward, depending on the outcome of the mapping exercise that was currently underway, as well as other factors associated with the development of the Sustainable Communities for Learning Programme.

The Committee acknowledged that the disparity generated from the mixed economy early years/nursery arrangement was perceived as unfair by Governing Bodies and communities, particularly due to the adverse impact on rural areas. Accordingly, it was expressed that a consistent approach would ensure equity of provision. An assurance was provided to the Committee that the mapping exercise to identify the existing provision and future requirements for each area was near completion.

The important contribution of the early years education provision was emphasised to the Committee. In this regard the complexities of the various factors and implications surrounding the review was acknowledged by the Committee. In response to a comment that a consistent approach should be applied whereby all 3 year old children within the county should be eligible for part time education within their locality, the Director of Education and Children's Services confirmed that the provision is currently offered by way of a mixed economy early years/nursery arrangement and that making all schools 3-11 could not be guaranteed. However, the results of the gap analysis would determine the best provision for each area of the County.

It was suggested that training providers be approached as part of the ongoing mapping exercise of schools to gain further insight into the current staffing availability, as well as future projections in different areas. The Director of Education and Children's Services provided an assurance that discussions had commenced with Mudiad Meithrin in respect of staffing and recruitment requirements in an endeavour to ensure the availability of a sufficient staffing provision with the necessary skills to undertake the role.

In considering the importance of Admission Numbers (AN) and its impact on admission arrangements it was clarified that the AN for each school was calculated using the capacity formula introduced by the Welsh Government in 2011. The Head of Access to Education confirmed that the capacity calculation was being reviewed by the Welsh Government in accordance with area guidelines for new buildings.

In response to a query, it was confirmed that the cost associated with the Authority's Rising 4s Policy would be incorporated into the consultation process.

The Committee welcomed the review and requested the swift commencement of the consultation process in order to gain the views of key stakeholders.

UNANIMOUSLY RESOLVED that:

- 5.1 the report be noted;**
- 5.2 the comments and observations made by the Committee above in respect of the Primary School Admissions Review (Rising 4s)**

Note: These minutes are subject to confirmation at the next meeting.

be forwarded to the Cabinet for consideration.

6. SCHOOL BUDGETS

[Note: Councillor B. W. Jones had earlier declared an interest in this item and remained in the meeting during the deliberation of the matter but did not vote].

The Committee received for consideration a schools budget report which provided an update on the Authority's end of financial year position as at 31 March 2023 for primary, secondary and special schools within Carmarthenshire. Comparable figures were also provided 2020/21 and 2021/22.

The issues/observations raised by the Committee were addressed as follows:-

The Committee recognised that significant additional grant funding had been made available to schools by the Welsh Government during the coronavirus pandemic, which had resulted in a positive impact upon several school budgets for the 2021/22 financial year.

The Head of Access to Education, in response to a query, confirmed that no instances of Reinforced Autoclaved Aerated Concrete (RAAC) had been identified within schools to date and school surveys were ongoing in this regard.

It was queried whether the Authority's capital programme was achievable to deliver the Sustainable Communities for Learning Programme in the light of the decision made by Welsh Government to withdraw the mutual investment model for the Band B for Local Authorities. The Head of Access to Education clarified that a 3, 6 and 9 year rolling funding programme would be introduced by Welsh Government in April 2024 which would require a revised capital programme based upon current priorities and the ability of the Authority to match fund capital at a 65% intervention rate for mainstream and 75% intervention rate for ALN provision and Special schools.

Committee was appraised of the main financial pressures faced by schools, which were, in the main, attributable to staffing costs. It was also recognised that school budgets were determined in accordance with the general funding formula for schools and based upon pupil numbers. It was reported that the issue of school deficits was further compounded by building maintenance costs, whereby the existing budget provision was insufficient to meet the cost of repairs. Accordingly, the Director of Education and Children's Services clarified that the cumulative deficit balances in future years remained a concern and a significant risk to the Authority which would need to be considered as part of the Sustainable Communities for Learning Programme.

A synopsis of the ongoing support mechanisms offered to schools was provided to the Committee, which comprised a 'Change Review Panel' whereby ideas for savings were explored with representatives from education services, Human Resources and Finance.

Note: These minutes are subject to confirmation at the next meeting.

In response to a query, the Head of Education and Inclusion Services provided an assurance to the Committee that as a result of the support mechanisms provided by the Authority, schools now had an enhanced awareness of budget planning and expenditure requirements. However, special intervention measures were available to the Authority, if required, by way of a formal warning issued by the Section 151 Officer and Director of Education and Children's Services.

The Head of Education and Inclusion Services clarified to the Committee that the funding per head from Welsh Government was consistent for all pupils, however additional monies were distributed to schools from the Authority which varied between £3k - £8k per pupil.

UNANIMOUSLY RESOLVED that the report be noted.

7. STRATEGIC FOCUS GROUPS

The Committee considered a report which summarised the delivery of the Education Service's business objectives through a series of collaborative Strategic Focus Groups (SFG). The report provided a synopsis of the 8 SFGs which had been aligned to each of the departmental priority areas and detailed the remit, membership, meeting schedule and reporting mechanisms for each group.

Progress updates would be provided whereby the Committee would focus on one priority in each quarter of the year, reviewing the objectives and proposing updates/changes as required.

UNANIMOUSLY RESOLVED:

7.1 That the report be noted;

7.2 That progress reports in respect of the Estyn Inspection recommendations be provided to the Committee in the first instance followed by an update in respect of the Sustainable Communities Strategic Focus Group.

8. EXPLANATION FOR NON-SUBMISSION OF SCRUTINY REPORT

The Committee received an explanation for the non-submission of the following scrutiny report(s):

- An update on Estyn's review of the Welsh for Adults Provision.
- 10 Year Social Services strategy.

UNANIMOUSLY RESOLVED that the explanation for the non-submission be noted.

Note: These minutes are subject to confirmation at the next meeting.

9. FORTHCOMING ITEMS

The Committee received a list of forthcoming items to be considered at its next meeting to be held on the 1st December 2023. In a correction to the report, the Director of Education and Children’s Services confirmed that the item pertaining to the music service provision for schools would provide an update on the delivery of the provision, though it was clarified that the service remained in-house.

UNANIMOUSLY RESOLVED that the list of forthcoming items to be considered at the next scheduled meeting on the 1st December 2023 be noted.

10. TO SIGN AS A CORRECT RECORD THE MINUTES OF THE MEETING OF THE COMMITTEE HELD ON THE 23RD JUNE 2023

UNANIMOUSLY RESOLVED that the minutes of the meeting of the Committee held on 23 June 2023 be signed as a correct record.

CHAIR

DATE

Note: These minutes are subject to confirmation at the next meeting.