

# Education Sir Gâr 2030

The future direction of Education Services in  
Carmarthenshire

2020 - 2030



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Cyngor **Sir Gâr**  
**Carmarthenshire**  
County Council



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DRAFT

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

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

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

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

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

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

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

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

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

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

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

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

We want to support our young people to fulfil their learning potential and we will continually strive to offer high standards of comprehensive education, increasingly in modern environments that are fully equipped for 21st century learning. We also want to enable our pupils to become fully bilingual in Welsh and English. We will work to protect children and young people from harm by working with the whole family to address any issues.

**Cllr. Glynog Davies,**

**Executive Board Member with responsibility for Education and Children**

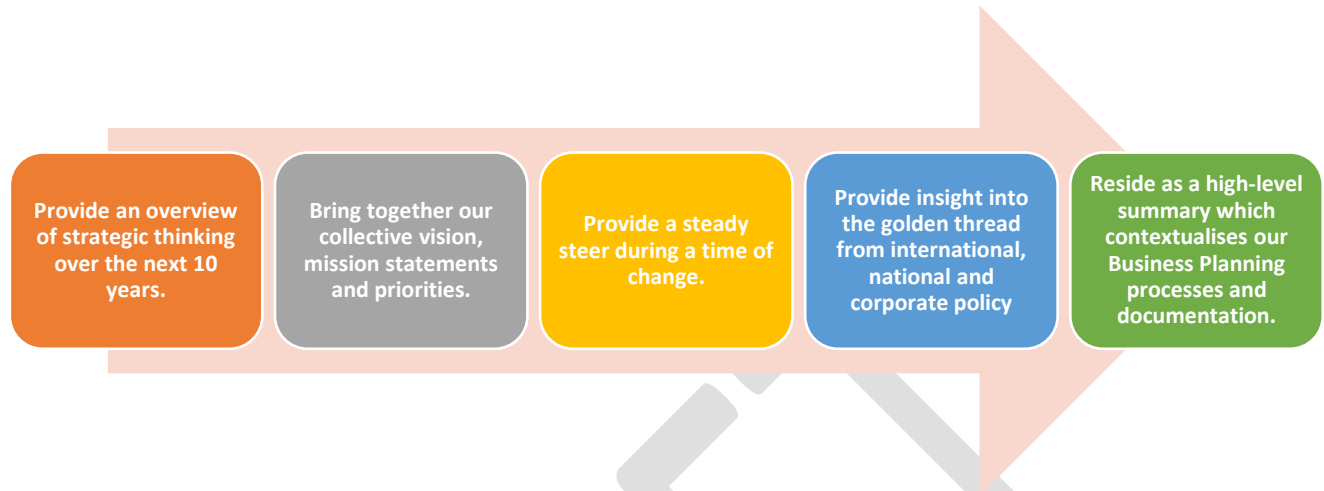


## What is our Purpose?

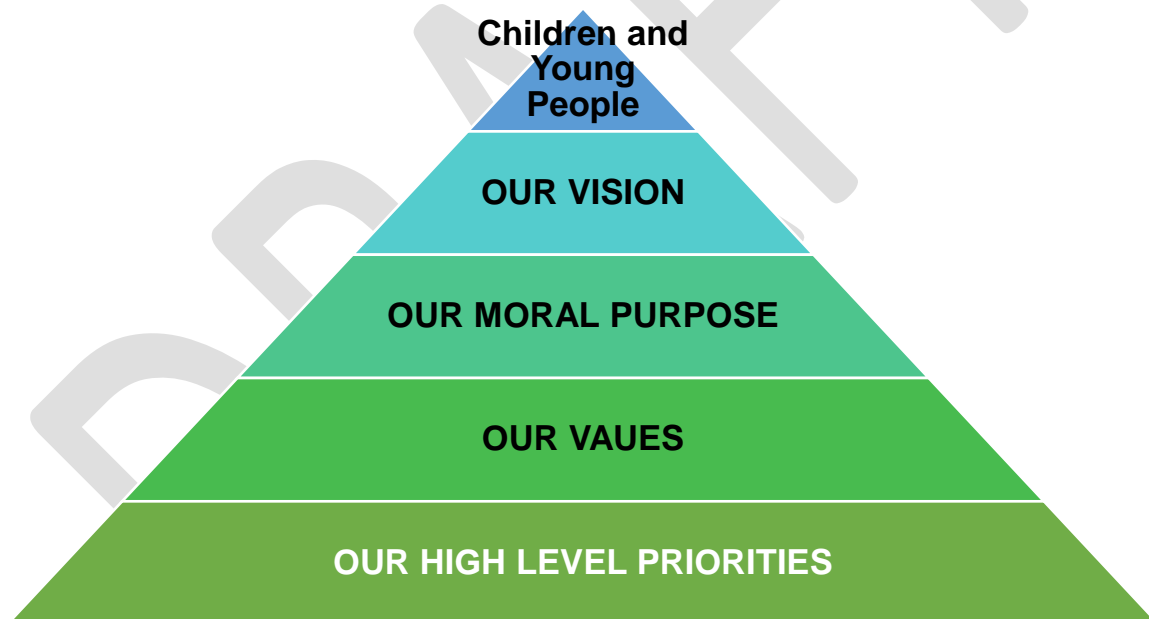


We need to build on the improving practice which is already evident in order to deliver the same opportunity for all learners and consistently excellent outcomes. This strategy sets out a clear, shared vision for the role that education services plays in the future development of vibrant communities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

It will also-



### OUR STRATEGIC PYRAMID



### Vision to 2030

We will support all the children and young people of Carmarthenshire. We will achieve this by becoming the best we can be and be highly regarded locally, whilst also earning national and international recognition ensuring our children and young people are happy, safe, thrive, and fulfil their personal, social and learning potential.

### Our collective moral purpose

**Making sure every child and young person is valued and valued equally.**

## CORE VALUES

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

### Working as one team

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

### Focus on our customers

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

### Listen to improve

We will listen and engage with our communities, partners and all stakeholders to inform our improvement plans.

### Strive for excellence

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

### Act with Integrity

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

### Take personal responsibility

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

**Our High-Level Priorities- as a Department we have clear priorities for 2020-2030 focused around 4 key themes, tied into *Wales: Our National Mission*:**

Developing a high-quality education services profession

Inspirational leaders working collaboratively to raise standards

Strong and inclusive schools and services committed to excellence, equity and well-being

Robust assessment, evaluation and accountability arrangements supporting a self-improving system

## OUR STRATEGIC PRIORITIES 2020-2025

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

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

Well Educated



Well Informed



Well Qualified



A Carmarthenshire Learner

## Developing a high-quality education and children's services profession

1. We will ensure that every service self-reflects and self-reviews on a regular basis to ensure continuous positive and sustained change for improvement. **(MF<sup>1</sup>- 29, 42)**
2. We will ensure that high standards are the norm in every service ensuring satisfied customers who have had their needs met; **(MF- 29)**
3. We will develop a high-quality workforce by providing effective support and development opportunities for all staff and regular and robust performance management; **(MF- 93, 97)**
4. We will implement our Welsh in Education Strategic Plan, promoting the benefits of bilingualism and multilingualism, and contribute to the 'A Million Welsh Speakers' challenge; **(MF- 31, 86)**
5. We will create a self-improving system where every child and young person, in 21st Century learning environments, is engaged and motivated to gain the skills and qualifications they need. **(MF- 25, 26, 27, 32, 33, 62)**

## Inspirational leaders working collaboratively to raise standards

1. We will ensure we have well qualified, experienced and inspirational leaders at all levels who work collaboratively for the benefit of our children and young people. **(MF- 29)**
2. We will ensure we have inspirational and resilient leaders that are well prepared and supported to lead their organisations through the changes ahead. **(MF- 29, 35, 93)**
3. We will have a self-improving system where leaders ensure that every child and young person is engaged and motivated to gain the skills and qualifications they need. **(MF- 25, 34, 43)**
4. We will develop a relevant local curriculum, suited to the economic needs of the future, which ensures that our children and young people are both 'Well Educated, Well Informed and Well Qualified' **(MF- 28, 30, 32, 34, 43)**

## Strong and inclusive schools and services committed to excellence, equity and well-being

1. We will make sure that all children and young people are respected, safe and live healthy lifestyles and are challenged to achieve the best that they are capable of, while being supported to overcome barriers that inhibit their learning. **(MF- 28, 42, 70)**
2. We will ensure that we will take account of and respond to the unique challenges that present themselves to individuals or groups of learners. **(MF- 28, 37, 39, 42, 58, 75)**
3. We will strengthen partnership working to improve the early childhood experiences of our children ensuring a widespread understanding of the importance of the first thousand days in a child's life. **(MF- 39, 40, 41, 42, 82)**
4. We will help develop robust and resilient families by providing successful programmes of intervention and support **(MF- 40, 41, 52, 56, 57)**
5. We will review our primary education provision, considering our minimum requirements for a primary school- **(MF- 36)**

- *Have sustainable leadership, with leaders who are free to lead and manage, with no Headteacher having a permanent teaching commitment*

<sup>1</sup> **'Moving Forward in Carmarthenshire- the next 5 years'**- Carmarthenshire County Council



- Have no more than 2 year groups per teaching class
- Not have teaching classes that span the key stages of the curriculum e.g. the Foundation Phase and Key Stage 2
- Have sufficient pupil numbers to sustain the above structural arrangements
- Be financially viable under the Local Management of Schools (LMS) funding framework and able to operate for the long-term without a budget deficit
- Have outdoor teaching facilities as required for the Foundation Phase and to support other areas of learning and physical well-being
- Be fully inclusive and accessible for all
- Be equipped with modern facilities to support digital learning
- Have a high quality learning environment to support the wellbeing of all learners and to enhance learner progress and their achievements across a wide range of skills and curriculum areas

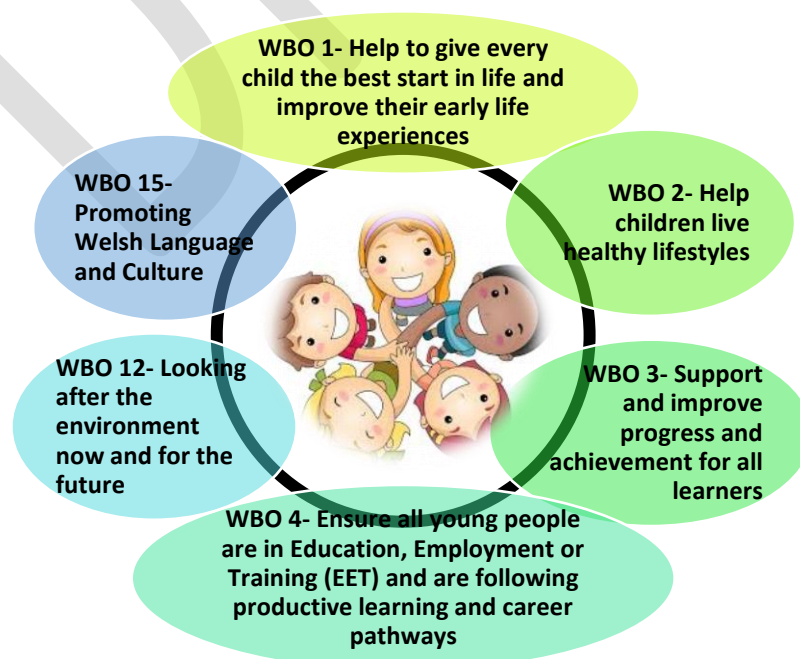
6. We will review our Post 16 provision in order to create a sustainable provision and curriculum which meets Carmarthenshire's local needs. **(MF- 37, 38)**

### **Robust assessment, evaluation and accountability arrangements supporting a self-improving system**

1. We will ensure that we track and monitor the progress and performance of our learners and our services using an appropriate suite of indicators **(MF- 29)**
2. We will ensure regular and robust scrutiny of progress and performance via the Council's systems; **(MF- 28)**
3. We will continue to improve the progress and achievement of all learners; **(MF- 28, 34, 38, 39, 42)**
4. We will be a key partner, working for the common good, influencing at a regional and national level and sharing effective practice and learning from others; **(MF- 34, 43)**
5. We will work towards successful Inspection outcomes **(MF- 29)**

### **Link to Well-being Objectives**

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





## Appendix 1: Towards 2025: Policy background

- a) **The United Nations Convention on the Rights of the Child**, or UNCRC, is the most complete statement of children's rights ever produced and is the most widely ratified international human rights treaty in history. Although all articles need to be viewed together due to their interdependence and equal worth, articles 3,12,13,14,19 28, 29 and 31 are particularly relevant in this current context.
- b) **Sustainable Development Goals (SDGs)** are a collection of 17 global goals set by the United Nations in 2015. Goal 4, '*ensuring inclusive and quality education for all and promoting lifelong learning*' has been entrusted to UNESCO, as the United Nations' specialised agency for education. UNESCO leads and coordinates the Education 2030 agenda. The Education 2030 Framework for Action provides guidance for the implementation of this ambitious goal and commitments. The 2017 publication, 'A guide for ensuring inclusion and equity in education'<sup>1</sup> is intended to support education policy-makers in embedding inclusion and equity in educational policy. The guide assists in reviewing how well equity and inclusion currently figure in existing policies and help to assist with identifying which actions are needed to improve and develop policies. This guide informs thinking in this area of evolving policy.
- c) **The Council's New Corporate Strategy, 2018-2023: Moving forward in Carmarthenshire:** This strategy sets out the direction for the local authority over the next five years, incorporating our improvement and well-being objectives as defined by legislation. It also includes the Executive Board's key projects and programmes for the next five years, a set of almost 100 priority projects and areas recently announced by Leader Cllr Emlyn Dole in his 'Moving Forward in Carmarthenshire' plan. The strategy outlines the council's vision for the future in 15 new objectives under four key themes- to support residents to start well, live well and age well in a healthy, safe and prosperous environment.
- d) **The Wellbeing of Future Generations Act (2015) (WBFGA)**<sup>8</sup> has been embraced by Carmarthenshire Local Authority as a vitally important overarching strategic document, in discharging its wellbeing duties. Carmarthenshire County Council's Wellbeing objectives map out our progress towards each of the 7 wellbeing goals. Departmentally, we contribute to a number of the Wellbeing objectives and take a lead in a number, e.g. as described in the 'Start Well' component of Carmarthenshire County Council's new Corporate Strategy 2018-2023<sup>9</sup> (June 2018). For Example, The Education Department takes a lead on Wellbeing Objective 4: Reduce the number of young adults that are Not in Education, Employment or Training.
- e) **Education in Wales: our national mission (action plan 2017-21)**<sup>5</sup> is Welsh Government's plan for ensuring that every young person in Wales has an equal opportunity to reach the highest standards via the new transformational curriculum currently being developed nationally. Four key enabling objectives are offered in pursuit of a transformative curriculum. These enablers are infused in our departmental working.
- f) **Professor Graham Donaldson's Successful Futures Report (2015)**<sup>7</sup> provides the architecture for the new curriculum for Wales. Realising this initiative is integral to the reform Journey Wales has embarked upon and is strongly referenced in the national mission and in the work of the department.

- g) **Cymraeg 2050** aspires to realise a million Welsh Speakers by 2050<sup>10</sup>. Carmarthenshire's Welsh in Education Strategic Plan (WESP) to 2020 lays the local foundations for this ideal. Within the context of equity, the WESP argues that all learners in all learning settings should derive benefit from the opportunity to become fluently and equitably bilingual. This is viewed as being inclusive for all learners in the respect that we aspire for all to be able to derive benefits from confident bilingualism.
- h) **Carmarthenshire's Welsh in Education Strategic Plan (WESP)**- The purpose is to detail how we aim to achieve the Welsh Government's outcomes and targets outlined in their Welsh Medium Education Strategy (WMES). The WMES sets out the Welsh Government's vision for an education and training system that responds in a planned way to the growing demand for Welsh-medium education. The aim is to facilitate an increase in the number of people of all ages able to use the Welsh language with their families, in their communities and in the workplace. Carmarthenshire's WESP is a key vehicle for creating an improved planning system for Welsh-medium education.
- i) The **Social Services and Wellbeing Act** came into force on 6 April 2016. The Act provides the legal framework for improving the well-being of people who need care and support, and carers who need support, and for transforming social services in Wales. The fundamental principles of the Act are:
  - o **Voice and control**- putting the individual and their needs, at the centre of their care, and giving them a voice in, and control overreaching the outcomes that help them achieve well-being.
  - o **Prevention and early intervention**- increasing preventative services within the community to minimise the escalation of critical need.
  - o **Well-being**- supporting people to achieve their own well-being and measuring the success of care and support.
  - o **Co-production**- encouraging individuals to become more involved in the design and delivery of services.