



CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

2.00 pm THURSDAY, 15TH JANUARY 2015

COMMITTEE ROOM 1/2 - PORT TALBOT CIVIC CENTRE

PART 1

1. To receive any declarations of interest from Members
2. To receive the Minutes of the Children, Young People and Education Scrutiny Committee held on 4th December 2014 (*Pages 1 - 12*)
3. To receive the Scrutiny Forward Work Programme 2014/15 (*Pages 13 - 16*)

To scrutinise decisions, information and monitoring issues reported by:

Reports of the Head of Transformation

4. Support for Behaviour Management in Schools in Neath Port Talbot (*Pages 17 - 20*)
5. School Attendance (*Pages 21 - 28*)
6. To select appropriate items from the Cabinet Board Agenda for pre-scrutiny (Cabinet Board reports enclosed for Scrutiny Members)
7. Any urgent items (whether public or exempt) at the discretion of the Chairman pursuant to Section 100B (4) (b) of the Local Government Act 1972.

S.Phillips
Chief Executive

Civic Centre
Port Talbot

Friday, 9th January 2015

Committee Membership:

Chairman: **Councillor A.R.Lockyer**

Vice Chairman: **Councillor Mrs.D.Jones**

Councillors: A.Carter, Mrs.A.Chaves, Mrs.J.Dudley, M.Ellis,
P.Greenaway, R.G.Jones, J.D.Morgan,
Mrs.S.Paddison, Mrs.K.Pearson, M.Protheroe,
A.L.Thomas, Mrs.L.G.Williams and Mrs.A.Wingrave

***Co-opted** Mrs.H.Stephens
Voting Members

***Co-opted Non** R.De Benedictis, A.Hughes and Mrs.C.Wheldon
Voting Members

Notes:

- (1) *If Committee Members or non-Committee Members wish to have relevant items put on the agenda for future meetings, then please notify the Chief Executive/Chair eight days before the meeting.*
- (2) *If non-Committee Members wish to attend for an item of interest, then prior notification needs to be given (by 12.00 noon on the day before the meeting). Non-Committee Members may speak but not vote, or move or second any motion.*
- (3) *For pre scrutiny arrangements, the Chair will normally recommend forthcoming executive items for discussion/challenge. It is also open to Committee Members to request items to be raised - though Members are asked to be selective here in regard to important issues.*
- (4) *The relevant Cabinet Board Members will also be invited to be present at the meeting for Scrutiny/ Consultation purposes.*
- (5) *Would the Scrutiny Committee Members please bring the Cabinet Board papers with them to the meeting.*

CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

Members Present:

4th December, 2014

Chairman: Councillor **A.R.Lockyer**

Councillors: Mrs.A.Chaves, Mrs.J.Dudley, M.Ellis,
Mrs.S.Paddison, Mrs.K.Pearson, M.Protheroe,
A.L.Thomas and Mrs.L.G.Williams

**Co-opted Non Voting
Members:** R.De Benedictis and A.Hughes

Officers In Attendance N. Jarman, A.Jarrett, Mrs.A.Thomas, C.Millis,
Ms.B.Evans, C.Glover, G.Williams, Ms.R.Dobbing
and Ms.C.Gadd

Cabinet Invitees: Councillors P.A.Rees and P.D.Richards

1. **MEMBER'S DECLARATION OF INTEREST**

The following Member made a declaration of interest at the commencement of the meeting:

Cllr.P.A.Rees - Report of The Head of Resources and Commissioning
- Governance Arrangements for the New Single
Special School Replacing Ysgol Hendre Special
School, Velindre Community School and Bryncoch
Pupil Referral Unit, as he is Chairman of Governors
of the Bryncoch Pupil Referral Unit.

2. **MINUTES OF THE CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE HELD ON 23RD OCTOBER 2014**

Noted by the Committee.

3. **SCRUTINY FORWARD WORK PROGRAMME 2014/15**

Members requested further information on the staff appraisals system and the implementation and structures being put into place. It was highlighted that the appraisal system was a corporate system. Officer agreed to bring a report to a future meeting on how it was being implemented in Children and Young People's Services.

It was queried why the eight key priority performance grids were not included with the performance information for Children and Young People's Services. It was agreed that the Scrutiny Officer would establish why they had not been included following the meeting.

4. **PERFORMANCE SCRUTINY - CHILDREN AND YOUNG PEOPLE'S SERVICES**

4.1 **Presentation and Report of the Independent Support Team on Progress to date on the Improvement of Children's Services in Neath Port Talbot**

Members received a presentation from the Independent Support Team (IST) on the progress to date on the improvement of Children and Young People's Services, as detailed within the circulated report.

The IST had been monitoring and supporting the improvement journey since January 2013. The team had been working with the Service and its partners in an advisory capacity to bring their extensive experience to bear on improving the structures and processes across the safeguarding systems.

Members were informed that there had been operational and practice improvements. This included information systems being repaired and guidance, policies and procedures put in place to ensure compliance, mandatory training, clear expectations of staff and managers and improved partnership working. These improvements provided a framework to move forward. However, it was important to sustain improvement and build on strengths. There had also been improvements in the workforce and Neath Port Talbot was represented more positively and was a safer place to work. There were still challenges and improvements to be made and this included quality assurance work to be driven forward and there were still high numbers of Looked After Children in Neath Port Talbot.

Improvements were still required in early intervention work, however it was explained that not everything could be done at once. The Think

Families Partnership Board had made progress in this area and the next challenge was to reduce the number of Looked After Children.

Members highlighted that the report referred to attention being given to revising the Council's Harassment Policy and requested more detail on this. It was noted that some employees misinterpret strong management and the current harassment policy supports the employee but does not support the manager being complained about and a balance was required. One of the recommendations from the Independent Support Team was for the Supervision Policy to be embedded in practice. Members asked for more detail about this, as they had been given reassurances that supervisions were happening and improvement had been seen through performance monitoring. They were informed that supervisions were taking place and the next steps were to ensure that training plans for individuals suited the needs of the Service as well as being of benefit to the individual. Members also asked about the system used for supervision as it was recognised that good supervision adds value and allows for personal development. They were informed that the Supervision Policy was being revised to ensure there was a good process in place and it included all aspects required. It was noted that the Committee had identified it as a priority. Members had requested information on the implementation of the appraisal system earlier in the meeting and they requested that this report also include information on supervisions.

Members highlighted the need for improved support from Children and Adolescence Mental Health Services (CAMHS) for the development of effective therapeutic services. Members who also sat on the Corporate Parenting Panel noted that the Panel had written to the Health Board regarding their concerns for the lack of services for Looked After Children. It was noted that this had also been a concern raised by some of the social work teams when the Improvement Member Panel had visited them. The Committee expressed concern about a lack of CAHMS service in this area and requested to be kept up to date with any progress in this area.

The IST had suggested that to assist the Corporate Parenting Panel to improve the educational attainment of Looked After Children, the establishment of a "virtual school" may be useful. Members queried what this was and it was explained that virtual schools was an English initiative and it would be a sub group of the Corporate Parenting Panel, which would act like governors. They would consider the performance of individual Looked After Children and challenge where they were not performing. It was noted that this had also been raised in the meeting of the Corporate Parenting Panel.

Members highlighted the recommendation for Adult Services to be more involved in commissioning services and to provide more support and assistance to vulnerable adults. They felt that there needed to be more joint working and support in this area. Officers informed them that Social Services was looking at developing a common commissioning unit for both Adults and Children and Young People's Services, which would help to resolve this issue.

Members asked why care plans were not being sent to the child with the language used being age appropriate. Officers informed them that the Principal Officer for this area was addressing this issue and it was recognised that the care plan was about the child and that they should have access to it. Members also expressed concern that the Independent Reviewing Officers were not routinely seeing the child alone. It was explained that this was part of improving the Quality Assurance Framework and improving the quality of practice, which the Service was now focussing on. A lot of work has been done with Independent Reviewing Team and part of that had been about seeing children and preparing them for reviews.

Members noted that there were a lot of meetings that were attended by the same officers and queried if this was going to be streamlined. It was pointed out that the meetings had been set up to tackle issues and were required at the time. It was agreed that the next step was to build on this and establish the best working arrangements and rationalise the meetings to ensure they were fit for purpose and appropriate.

The Committee thanked the Independent Support Team for their work and assistance. It was recognised that Children and Young People's Services had come a long way, however, there was still improvements to be made and it was important to sustain continuing performance.

Members requested a progress report on the recommendations to be brought to a future meeting of the Committee.

Following scrutiny it was agreed that the report be noted.

4.2 Children and Young People Services - Performance Report

The Committee received the performance management information for Children's Services for the second quarter period (April 2014 – September 2014) and the half year progress for the Corporate Improvement Plan Improvement Objectives, as detailed within the

circulated report. Appendix 2, the Social Services All Wales Annual Performance Indicator Comparison, was withdrawn from consideration at today's meeting.

It had been explained earlier in the meeting that the eight key performance grids had not been included in the papers and Members were provided with a verbal update informing them that there had been no significant change. The number of re-referrals had risen last month and this was due to four sibling groups being reported in the same month. The information would be circulated to the Committee following the meeting.

Members queried the percentage of Initial Assessments completed (SCC/011) and the number that had been completed without the child being seen by a social worker and whether they were desktop assessments. Officers confirmed that this was correct and the cases would have been serious enough to be moved straight to a child protection case to prevent any delays.

In relation to the percentage of looked after children's reviews carried out within statutory timescales, Members noted that there had been an improvement, however, there were still some reviews which had not been achieved. Members requested further information on this performance indicator including the reasons why some were not meeting the statutory timescales.

Members highlighted that there were still Looked After Children without Personal Education Plans (PEPs) (SCC/024) and they would like to see this addressed. Officers explained that where they had not been completed it was because the child was doing well in school. However, they were working with Education Services to ensure that all Looked After Children had PEPs.

Members queried why there was no comparison with the previous year as was included in the performance reports to Policy and Resources Scrutiny Committee and Cabinet Board. It was noted that there had been some confusion on the reporting of performance information, which would be resolved outside of the meeting.

Following scrutiny it was agreed that the report be noted.

5. **PERFORMANCE SCRUTINY - EDUCATION, LEISURE AND LIFELONG LEARNING**

5.1 **Annual Report on Pupil Performance 2013-14 and Performance Indicator Monitoring 2nd Quarter 2014/15**

The Committee received a presentation on Annual Pupil Performance for 2013-14, performance indicator monitoring second quarter (1st April 2014 to 30th September 2014) and half year progress on the Corporate Improvement Plan Improvement Objectives, as detailed within the circulated reports. Members were also provided with supplementary information on standardisation and moderation to clarify how they were used by Education Services. The presentation set the context for Neath Port Talbot data and comparison with other Local Authorities in Wales and attainment, attendance and inclusion were the main focus.

It was highlighted that there had been an improvement in literacy and numeracy outcomes at all key stages. It was noted that Neath Port Talbot's ranking for key stages 2 and 3 was low in comparison with other areas. However, it improved dramatically at key stage 4 and exceeded the Welsh average. The reasons for this were being looked into and addressed, which included ensuring that there was an excellent standard of teaching across all schools in the County Borough. Members were also informed that the Service was dedicated to narrowing the attainment gap between those children in receipt of Free School Meals (FSM) and those that were not. It was emphasised that the focus was on improving the attainment of FSM pupils and not lowering the standard of non FSM pupils.

It was noted that a consistent approach to managing behaviour was required across schools as there had been an increase in the number of days lost to exclusions. The most concerning statistic indicated that the highest percentage of the days lost was in relation to pupils with additional learning needs. It needs to be identified what action or support could have been provided prior to the point of the pupil being excluded. Members were informed that work was being undertaken to address behaviour in schools and this would be reported to the Committee at the next meeting.

Members asked for clarity on how key stages 2 and 3 were assessed and they were informed that it was by teacher assessment. It was highlighted that this was where standardisation and moderation would be applied to ensure that pupils were being assessed in the same way. Schools were also challenged about the difference in key stages as

part of the core visits. Members were informed that a new pupil tracking system had been put in place by some schools to improve accuracy of assessments. It was noted that it was encouraging that pupils were performing at key stage 4 as this was assessed externally through GCSEs. Members commented that achievement at key stage 4 was a reflection on the schooling a pupil had received at all stages. The Committee noted that two of the schools proposed for closure had achieved well. Officers highlighted that this was a small cohort and the proposals were based on wider considerations than results alone. Members asked for reassurance that schools aimed to improve performance for all pupils including those who were achieving already. Officers informed them that teachers would provide work at different levels to suit the needs of the pupil.

Members requested clarity in relation to Child Development Assessment Profile (CDAP) and why there were no figures recorded for reception for 2012/13 and 2013/14. They were informed that the data collected was not compulsory and was now only collated at nursery level in the first three weeks of entry. Concern was expressed about the low scores attained by some children upon entering nursery. Neath Port Talbot continued to collect the data to provide baseline data for pupils. It was agreed there was some concerning data and it was suggested that it would be useful to share the data with services such as Flying Start.

Members highlighted that there were some good practice in some schools in relation to behaviour and asked if this could be shared with other schools. Officers informed them that this would be reflected in the work being undertaken around behaviour and it would identify any training staff required. It was also noted that schools worked together as a group to improve. Members asked if a school did not have many pupils with additional learning needs would their improvement still be tracked and it was confirmed that data could be disaggregated for that child.

Members noted that a large proportion of exclusions had been due to violent behaviour and queried if this was a reflection on societal change or were schools more ready to class behaviour as violent. It was outlined that there was not much change in the classification of behaviour and schools had to be clear on what acceptable behaviour was and what was not. It was noted that there was more drug and alcohol misuse seen in society and more children experienced violent behaviour around them. It was emphasised that it was important to look at the circumstances that caused the behaviour and what could be done to address issues at an earlier stage.

It was noted that the Council's Minority Ethnic Achievement Support Team was doing a good job in addressing the needs of pupils whose first language was not English or Welsh. Older pupils were also very helpful in assisting younger students.

Following scrutiny, it was agreed that the report be noted.

6. **PRE-SCRUTINY**

The Committee scrutinised the following matters:-

Cabinet Board Proposals

6.1 Family Support Service – Family Action Support Team (FAST) Contract Service Specification Variations from 8th December 2014 up to March 2016

The Committee scrutinised the report which prepared variations to the current Family Action Support Team (FAST) contract between Neath Port Talbot Children and Young People Services and Action for Children, as detailed within the circulated report.

Members were informed that the contract no longer met what the requirements of Children and Young People's Services and the proposed variations would bring the service into line with the current needs of children and young people. The expectations and monitoring of the service was identified as needing to be improved. It was explained that it was one part of the Family Strategy and the Committee would see the full strategy in the new year. There were three areas of need that the variations would target which were: Rapid Response Service, Re-unification Service and Family Outreach.

Members asked whether following families receiving the Rapid Response Service would there be anything in place once the support was withdrawn. It was explained that a crucial part of the plan for the family was to identify ongoing support. The model would be built around crisis intervention where families would be worked with at crisis point and then the right support services would be available to them.

Members were in favour of the idea of payment based on results and queried how this would be measured. It was highlighted that previously there had been no incentive for services to perform well

and the intention was to address this. Funding would be split into three areas, which would cover managerial costs, volumes and outcomes and if the organisation reached the targets set then they would receive a top up fee. The contract being broken down into unit costs would help to reduce waiting lists and the Council would have control over how the money was spent and outcomes would be more measurable.

Following scrutiny the Committee was supportive of the proposals to be considered by the Cabinet Board.

6.2 Play Sufficiency Assessment Action Plan – Year 2

The Committee received the Play Sufficiency Action Plan for Year 2 developed from the Neath Port Talbot Play Sufficiency Assessment, as detailed within the circulated report.

Members commented that they were pleased to see information sharing between the Council's Planning Department and the Play Team to ensure there were adequate open spaces.

Following scrutiny the Committee was supportive of the proposals to be considered by the Cabinet Board.

6.3 Securing Sufficiency of Play Opportunities

The Committee received the report on the commencement of the duty on local authorities to secure sufficiency of play opportunities under the Welsh Government's statutory guidance 'Wales: A Play Friendly Country', as detailed within the circulated report.

Members commented that working closely with both internal and external partners to maximise resources to provide a range of play experiences for children and young people was important, especially if there was going to be the cessation of Summer Play Schemes. It was noted that a lot of communities had good places to play and it was important to target areas that did not have as good resources. It was noted that there were a lot of low cost ideas that could be utilised by organisations working together.

Members also highlighted the importance of Council departments working together. For example, a budget proposal that had been considered by Economic and Community Regeneration Scrutiny

Committee and Cabinet Board was to reduce the opening hours of Margam Park and this would have a further impact on play opportunities for children and young people.

Members asked if the play bus was still in existence and officers would find out and inform Members.

Following scrutiny the Committee was supportive of the proposals to be considered by the Cabinet Board.

6.4 Western Bay Regional Adoption Service

The Committee received a report updating Members on the progress of the implementation of the Western Bay Regional Adoption Service, as detailed within the circulated report.

Members had previously been made aware that Welsh Government had directed Local Authorities to regionalise their adoption services. The aim was to increase the number of the children adopted and speed up the process. It was emphasised that in developing the regional arrangements it was important that the performance of the service was not detrimentally affected. The three Councils that were making up the Western Bay Regional Adoption Service all had high number of Looked After Children and it was vital for there to be more adoptive families. It was explained that by regionalising the service there would be a bigger pool of expertise and more flexibility in the services delivered. It was explained that there were higher financial implications at this point, however, the assumption was that by increasing the number of adoptions, savings would be made in the future.

Members asked if the recent developments in Local Government reorganisation were going to have an impact on the setting up of the Western Bay Regional Adoption Service. It was highlighted that it could in the long term, however, the regional service would be set up by January 2015 and it is anticipated that any local government reorganisation would not happen for at least two years. The regional service would have to be looked at this point and decisions made then.

Members queried if one area used more adoptive families than others would it cost that Council more money. It was confirmed that there would be two aspects to the costing. Firstly the fixed costs that included staff and offices and secondly, the variable costs of the number of adoption cases. With regards to the variable costs,

Councils would pay for what they used. However, the cost for adoptions would be the same regardless of which Council the adoptive family was from, as the best match would be made. The intention was to grow more of our own adoptive families through these regional arrangements.

It was noted that the Western Bay Adoption Service would be based in Port Talbot Civic Centre. The main aim was to provide better outcomes for children and young people.

Following scrutiny the Committee was supportive of the proposals to be considered by the Cabinet Board.

7. **URGENT ITEM**

Because of the need to deal now with the matter contained in Minute No. 7(i) below, the Chairman agreed that this could be raised at today's meeting as an urgent item pursuant to Section 100B (4) (b) of the Local Government Act 1972.

Reason for Urgency:

Due to time element.

(i) Early Intervention and Prevention Reserved Lots

The Committee received a report on a proposal to enter into two partnerships with Calan DVS and NSPCC to deliver enhanced services in the areas of Domestic Violence and Thriving Families (Reserved Lots), as detailed within the circulated report.

It was explained to Members that as part of the current re-commissioning of Early Intervention and Prevention Services, the lots containing Domestic Violence and Thriving Families Services were deliberately reserved for further exploration of the extent of the existing service in both areas. With the assistance of the Council, Calan DVS and NSPCC were successful in their applications for significant additional external funding for provision of such services. Calan DVS would be providing Domestic Violence Services and the NSPCC the Thriving Families Services. The Council would use the relatively small funding available for commissioning complimentary services and enhancing existing services. It was noted that these proposals had been agreed with Welsh Government as the Council's money was from Family First funding. It was highlighted that these

proposals provided best value for money and the provision of a good service.

Following Scrutiny the Committee was supportive of the proposals to be considered by the Cabinet Board. Following scrutiny it was agreed that the report be noted.

CHAIRMAN

**Children, Young People and Education Scrutiny Committee
Forward Work Programme 2014/15**

| Date of Meeting | Agenda Item |
|---------------------------------|-------------------------------------------------------------------------------------------------|
| 19 th June 2014 | Draft Foster Carer Finance Policy |
| | Safeguarding Children – Children Who Go Missing & Children At Risk Of Sexual Exploitation (CSE) |
| | CYPS - Performance Monitoring, End of Year Report |
| | Pre-Scrutiny – Cabinet Board Items |
| | |
| 31 st July 2014 | EDLL - Performance Indicator Monitoring Report 4th Quarter 2013/14 |
| | Update on the Modernisation of the Process and Work Programme Development. |
| | Pre-Scrutiny – Cabinet Board Items |
| | |
| 18 th September 2014 | Performance Scrutiny – Children and Young People Services |

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|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>Including:</p> <ul style="list-style-type: none"> Evidence of progress made against quality and consistency of assessments and care planning. |
| | Performance Monitoring – EDLL Quarter 1 (Cabinet Board Paper) |
| | Performance Scrutiny – CYPS Quarter 1 (including 8 Key Priority Performance Grids) (Cabinet Board Paper) |
| | Hillside Monitoring |
| | Pre-Scrutiny – Cabinet Board Items |
| | |
| 17 th October 2014 | Special Scrutiny – Potential Budget Savings – EDLL and CYPS |
| | |
| 23 rd October 2014 | Pre-Scrutiny – Cabinet Board Items |
| | |
| 4 th December 2014 | Performance Monitoring – Report of the Independent Support Team on Progress To Date on the Improvement of Children’s Services in Neath Port Talbot |
| | Performance Monitoring – CYPS Quarter 2 (including 8 Key Priority Performance Grids) and |

| | |
|---------------------------------------------|------------------------------------------------------------------------------------------|
| | Corporate Improvement Plan Objectives Update |
| | Performance Monitoring – Annual Report on Pupil Performance 2013-14 |
| | Performance Monitoring – EDLL Quarter 2 and Corporate Improvement Plan Objectives Update |
| | Pre-scrutiny – Cabinet Board Items |
| | |
| 15th January 2015 | Support for Behaviour Management in Schools in Neath Port Talbot |
| | Pre-scrutiny - Cabinet Board Items |
| | |
| 12 th February 2015 (Special) | Safeguarding |
| | |
| 26 th February 2015 | |
| | Pre-scrutiny - Cabinet Board Items |
| | |

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|----------------------------|------------------------------------|
| 9 th April 2015 | |
| | Pre-scrutiny - Cabinet Board Items |
| | |
| 28 th May 2015 | |
| | Pre-scrutiny - Cabinet Board Items |

Note: other items to be scheduled include: Hillside progress; Complaints.

- Play Schemes, Play Provision and Youth Clubs (part of budget discussions)
- Placement of Looked After Children in Schools
- Use of the Pupil Deprivation Grant by Schools and links to pupil attainment (link to Schools Monitoring Group)
- Children Services - Staff Appraisals System
- Update report on IST recommendations

**CHILDREN, YOUNG PEOPLE AND EDUCATION
SCRUTINY COMMITTEE**

15th January 2015

**REPORT OF THE HEAD OF TRANSFORMATION –
A.THOMAS**

SECTION B – MATTER FOR INFORMATION

WARD(S) AFFECTED: All

Support for Behaviour Management in Schools in Neath Port Talbot

Purpose of Report:

To inform members about the progress in the new and updated framework for support for behaviour in schools in Neath Port Talbot (NPT).

Background:

A review of inclusion was commissioned by the Director of ELLLS in September 2013 to assist the Authority in understanding (a) how effective inclusion is in the County Borough (b) how prepared schools and the Authority are for anticipated changes to the statutory special educational needs framework and (c) whether the current model of service delivery in NPT is sustainable and fit for purpose.

The outcomes of the review were reported to members in March 2014 and in October 2014 members were provided with an update on progress with the implementation of the Inclusion Review Action Plan.

There are many examples of positive behaviour management in schools in the County Borough including the establishment of the peer mentoring professional learning community, the longstanding and effective use of SEAL, nurture, circle of friends and social stories, and the introduction of very effective solution focussed approaches. The Authority remains committed to the positive behaviour management support programme offered by Team Teach.

Notwithstanding the good practice in our schools, the inclusion review concluded that:

- There is no consistent, overall LA approach to positive behaviour management; schools have developed or adopted their own approaches to meet their own needs, with varying degrees of success and confidence
- Provision for behaviour is of variable quality resulting in too many exclusions from school
- The LA needs to develop, with its schools, and as a matter of urgency, a clear and consistent framework of support and provision
- High quality training provided or commissioned by the LA is vital to embed a consistent approach

Members were informed in October 2014 that insufficient progress had been made on those actions associated with improving behaviour and reducing exclusions in schools in NPT.

In primary schools, the number of fixed term exclusions increased in 2013/14 as did the number of pupils excluded and the number of days lost as a result of exclusion. Pupils with additional learning needs (ALN) accounted for 81% of the pupils in receipt of a fixed term exclusion from primary schools and they lost 86% of the total days as a result of exclusion.

Similarly in secondary schools, 86% of days lost to education as a result of fixed term exclusion were lost for pupils with ALN. 61% of the pupils who received a fixed term exclusion in secondary schools had ALN.

So far this academic year there have been 5 permanent exclusions from NPT schools, 4 from secondary schools and 1 from a primary school.

There is a wealth of evidence linking exclusion with academic underachievement (between 50-76% of permanently excluded children have significant literacy and numeracy difficulties), offending behaviour, limited ambition, homelessness and mental health problems. In 2007 (the latest year for which financial data is available) it was estimated that the aggregate cost to society of permanent exclusions from school is around £650 million.

To address the increase in exclusions in NPT the Head of Transformation seconded an educational psychologist, with considerable experience, knowledge and skills in supporting schools and pupils with behaviour difficulties, to:

- Determine the most suitable, evidence-based, outcome focussed, approaches to behaviour management for NPT schools and pupils at all key stages
- Develop a clear and consistent framework of support using readily available resources and materials
- Compile clear, accessible, comprehensive and easy to use guidance for schools with effective strategies for the management of behaviour
- Develop a strategy for the dissemination of the guidance to schools and
- Identify a fully costed, training strategy to embed the consistent approach

The project has had regard to:

- WG and other guidance on school behaviour policies, exclusion from schools and other relevant evidence based research reports
- The SEN Code of Practice for Wales and the proposed changes to the statutory framework
- NPT's Inclusion Review and the accompanying Action Plan and
- Relevant safeguarding and equalities legislation and guidance

The new document: "Understanding and supporting children and young people with social, emotional and behavioural difficulties" complements the structured continuum of support approved by members in June 2012. No amendment has been made to the Use of Reasonable Force to Restrain Pupils Policy presented to members at the same time.

The document is just the first stage of a new approach to LA support for schools in managing behaviour. It provides clear guidance to schools to assist in supporting children with social, emotional and behavioural difficulties but it will need to be accompanied by a consistent programme of training provided or commissioned by the local authority to ensure that the strategies suggested are widely understood and embedded in school practice.

In the first instance, the LA intends to launch a pilot in two clusters in a 3 phased approach. The first phase will be to use this guidance as part of a self-evaluation of behaviour management in the selected clusters to establish a consistency of approach. This will be followed by a training programme based on the needs identified in the self-evaluation exercise and the final phase will be

monitoring the outcomes. The Inclusion Review Action Group, comprising a range of stakeholders, will take a key role in the monitoring phase.

The guidance document may be updated in the light of lessons learned from the pilots.

Once the schools have been identified and the LA team has been put in place it is envisaged that the pilot will last for 4 months after which the approach will be rolled out to all remaining clusters on a rolling programme.

It is intended that the outcomes of the behaviour management programme and its impact on exclusions will be reported to members on an annual basis.

List of Background Papers

Review of Inclusion in Neath Port Talbot: February 2014

Understanding and Supporting Children and Young People with Social, Emotional and Behavioural Difficulties in Neath Port Talbot

Officer Contact:

Andrew Thomas

Head of Transformation

Email: a.d.thomas@npt.gov

Tel: 01639 763314

CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

15th January 2015

REPORT OF THE HEAD OF TRANSFORMATION - A. THOMAS

SECTION B – MATTER FOR INFORMATION

WARD(S) AFFECTED: All

School Attendance

Purpose of Report:

Members have requested that data and information be presented to them on levels of school attendance, comparison with like schools and the development of procedures to raise attendance.

List of Background Papers

Performance Improvement Plan – Becoming Excellent, Being Excellent 2013-2015
Estyn Report - Neath Port Talbot June 2008
Estyn Report – Neath Port Talbot November 2010
Partnership Agreement for Promoting School Attendance
Penalty Notices for Irregular Attendance at School

Officer Contact:

Huw Roberts, Manager School and Family Support Team
Email: h.g.roberts@npt.gov.uk
Tel: 01639 763598

Members have previously received reports which have outlined the procedures being followed by ELLLS to raise attendance levels and the implementation of Penalty Notices for regular non-attendance at school.

Previous reports outlined the authority's priority in raising levels of pupil attendance as a major priority within the Performance Improvement Plan, *Becoming Excellent, Being Excellent 2013-2015*. Strategic Theme 4 links with CYPP Priority 2: *Support children and young people to fulfil their potential: Improve attendance in both Primary and Secondary sectors with particular focus on Primary and Additional Learning Needs (FP4)*. The attendance targets for the authority are:

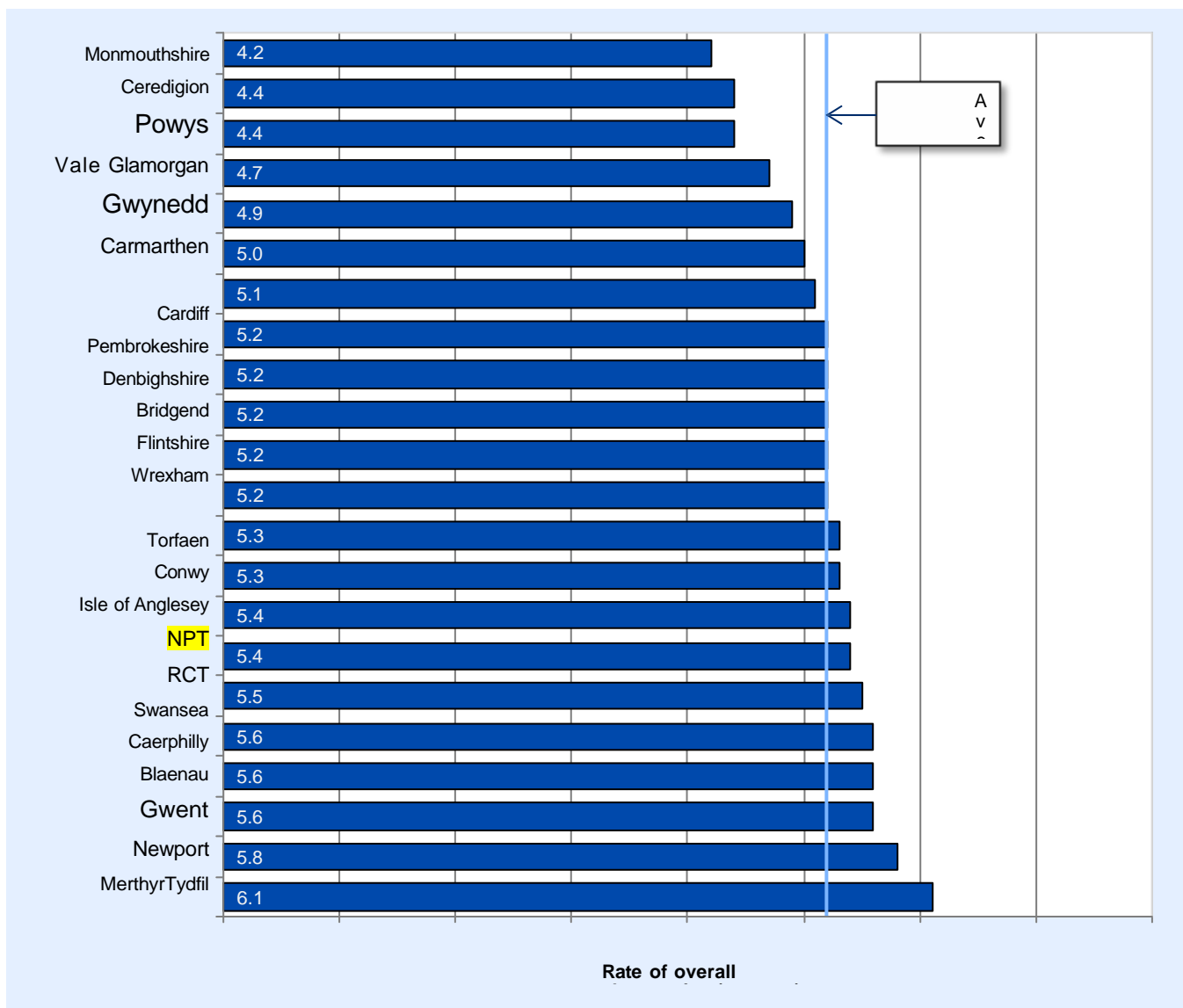
- increasing pupil attendance in the primary sector to at least 94.25% by the end of July 2015 (2012 -93%) and those on FSM to 92.5% by the end of July 2015 (2012 – 91.1%).
- increasing pupil attendance in the secondary sector to at least 93.5% by the end of July 2015 (2012 – 92%) and those on FSM to at least 90% by the end of July 2015 (2012 – 88.3%)

All Wales Primary School Attendance was released on December 3rd 2014. NPT's 2013-14 attendance was 94.6%, slightly below the 94.8% Wales average. NPT improved by 1.6% on the previous year compared with a 1.1% improvement across Wales. Our ranking against other LA improved from joint last in 2012/13 to 16th in 2013/14. The target set for July 2015 was surpassed by 0.35%.

The attendance data for Primary aged pupils on FSM for 2013-14 was 93.01%, an increase of 1.9% from 2012, surpassing the target for July 2015 by 0.5%. The attendance of pupils not on FSM for 2013-14 was 95.12%

The table overleaf shows the overall absenteeism by pupils of compulsory school age in all maintained primary and special schools, by local authority, 2013/14

Overall absenteeism by pupils of compulsory school age in all maintained primary and special schools, by local authority, 2013/14



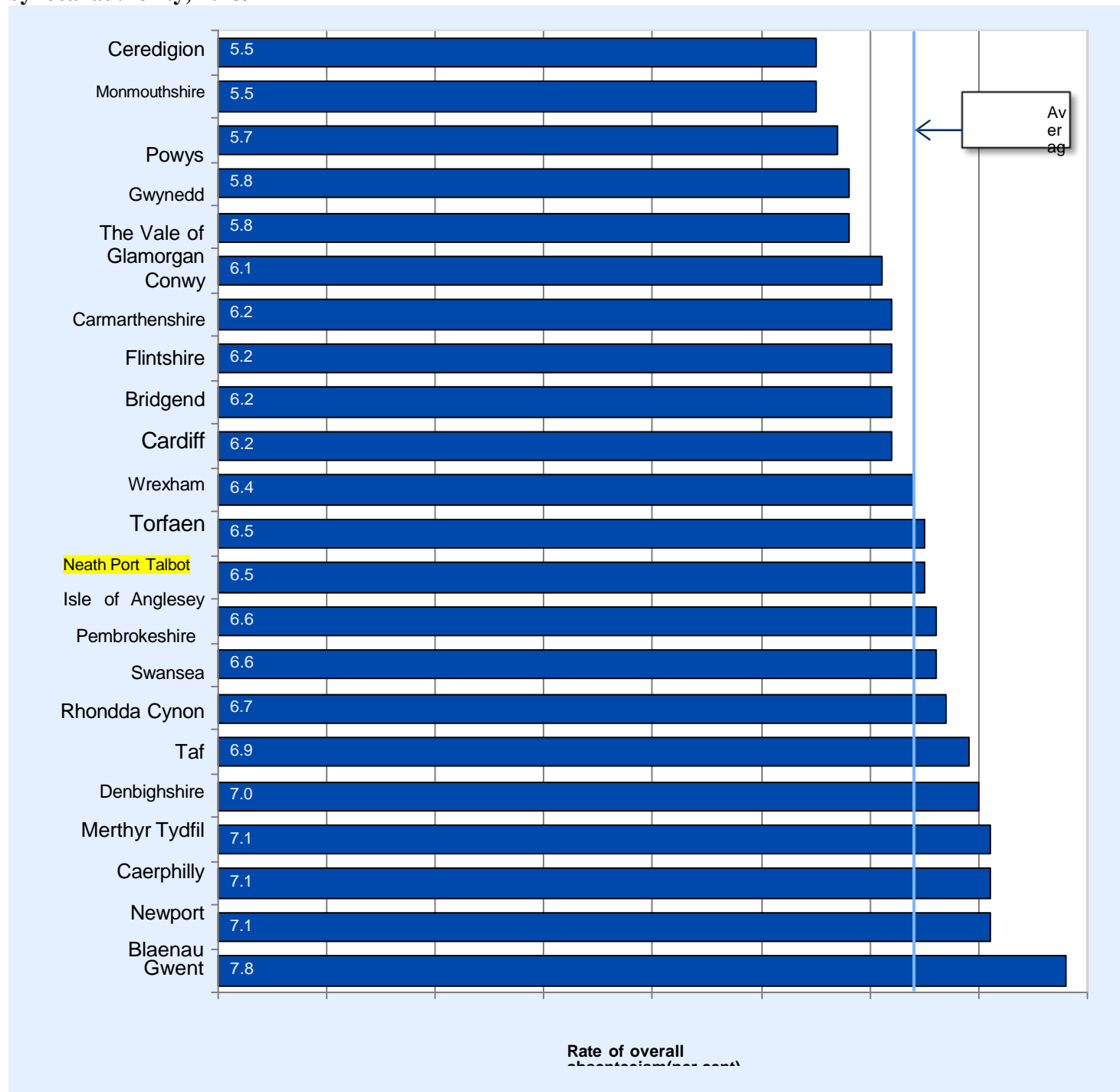
In terms of benchmarking NPT schools made a significant improvement in 2013/14 with 26% of schools in quartile 1, 29% in quartile 2, 23% in quartile 3, and 15% in quartile 4. The table below illustrates the improvements made.

| Primary | 1st Quartile | | 2nd Quartile | | 3rd Quartile | | 4th Quartile | |
|---------|--------------|-----|--------------|-----|--------------|-----|--------------|-----|
| | No. | % | No. | % | No. | % | No. | % |
| 2009/10 | 9 | 13% | 11 | 15% | 22 | 31% | 29 | 41% |
| 2010/11 | 10 | 14% | 12 | 17% | 21 | 30% | 28 | 39% |
| 2011/12 | 6 | 9% | 17 | 25% | 19 | 28% | 26 | 38% |
| 2012/13 | 10 | 15% | 11 | 16% | 17 | 25% | 30 | 44% |
| 2013/14 | 17 | 26% | 19 | 29% | 15 | 23% | 15 | 23% |

The All Wales secondary attendance figures were released in September 2014.

NPT's 2013-14 attendance was 93.5% an improvement of 0.9% on the previous year (92.6%). The all Wales average is 93.6% (from 92.6%) with NPT ranking moving from 12th to 13th. NPT's attendance increased by 0.9% but did not match the national increase of 1%.

Overall absenteeism by pupils of compulsory school age in all maintained secondary and special schools, by local authority, 2013/14



The attendance data for secondary aged pupils on FSM for 2013-14 was 89.94% an increase of 1.6% since 2012. In order to meet the target for July 2015 of 90% a further increase of 0.06% is needed. The attendance of pupils not on FSM for 2013-14 was 94.48%

Primary School attendance figures to the end of November 2014 show that the attendance for the Sept/Nov 2014 period was 95.22%, slightly up (0.06%) on the 95.16% during the same period in 2013. Attendance in November was 94.73%, slightly down on the 94.82% in November 2013.

31 primary schools are currently up on the same period in 2013/14, 33 are down and 2 are the same.

Secondary school attendance figures to the end of November 2014 show that the attendance for the Sept/Nov 2014 period was 93.93%, slightly down (0.01%) on the 93.94% during the same period in 2013. Attendance in November was 93.23%, down by 0.11% on the 93.34% in 2013/14.

7 secondary schools are currently up on the same period in 2013/14 and 4 are down.

The authority works closely with schools, in accordance with its' Partnership Agreement to address non-attendance whilst simultaneously working with our consortium partners in ERW to ensure consistency.

The authority is implementing its Code of Conduct for Penalty Notices – Irregular Attendance at school as from January 1st 2015. The authority's IT service has designed appropriate software and a member of staff has been employed to undertake the day to day administration of the system. Penalty Notice leaflets for parents have been designed and translated to be distributed early in the Spring term.

Following the report considered by the Scrutiny Committee held on the 18th September 2014, officers investigated the possibility of implementing the recommendation for the viability of payment plan to be included proposed by Members at the meeting and found it to be impracticable due to timescales set by Welsh Government and increased cost of staff time.

On occasions there are occasions when poor attendance has to be dealt with through the legal system available to us. In these cases the authority will take out prosecution against parents. During the academic year 2013-14 there were 17 cases of prosecution, 1 primary and 16 secondary. One case was withdrawn due to family circumstances. The table overleaf shows that all cases were won by the authority and the penalty imposed by the court.

PROSECUTION DATA – 2013 – 2014

| Name | U/A Abs-Academic year Sec/pri % | Parents name | Ewo Year group | Date Case heard | Suspended Prison Sentence/ Custodial | Single Parent Married Parent/School | Community Order/ Supervision /conditional Discharge | Section 1 or 1A | Fine | Victim Surcharge | Costs Awarded | Total fine |
|------------|---------------------------------|--------------|----------------|-----------------|--------------------------------------|-------------------------------------|-----------------------------------------------------|-----------------|------|-------------------|---------------|------------|
| [REDACTED] | 69.5 | [REDACTED] | | 12.5.14 | | Single Sandfields | | 1 | | Withdrawn 12.5.14 | | |
| [REDACTED] | 54 | [REDACTED] | 11 | 10.3.14 | | Single DWR | | 1 | 110 | 20 | 80 | 210 |
| [REDACTED] | 51 | [REDACTED] | 10 | 10.3.14 | | Single DWR | | 1 | 75 | 20 | 80 | 175 |
| [REDACTED] | 25 | [REDACTED] | 11 | 10.3.14 | | Single DWR | | 1 | 35 | 20 | 80 | 135 |
| [REDACTED] | 15.22 | [REDACTED] | | 7.4.14 | Sandfields | Married only mum prosecuted | Conditional Discharge | 1A | | 15 | 100 | 115 |
| [REDACTED] | 65 | [REDACTED] | 10 | 14.4.14 | | Single Sandfields | | 1 | 110 | 20 | 100 | 230 |
| [REDACTED] | 67 | [REDACTED] | 9 | 12.5.14 | | Single Cwmtawe | | 1 | 75 | 20 | 50 | 145 |
| [REDACTED] | 55 | [REDACTED] | 8 | 12.4.14 | | Single Sandfields | | 1 | 75 | 20 | 50 | 145 |
| [REDACTED] | 45 | [REDACTED] | 10 | 12.5.14 | | Married | | 1 | 75 | 20 | 50 | 145 |
| [REDACTED] | 45 | [REDACTED] | 10 | 12.5.14 | | Married | | 1 | 75 | 20 | 50 | 145 |

| Name | U/A Abs-Academic year Sec/pri % | Parents name | Ewo Year group | Date Case heard | Suspended Prison Sentence/ Custodial | Single Parent Married Parent/School | Community Order/ Supervision /conditional Discharge | Section 1 or 1A | Fine | Victim Surcharge | Costs Awarded | Total fine |
|--------------|---------------------------------|--------------|----------------|-----------------|--------------------------------------|-------------------------------------|-----------------------------------------------------|-----------------|--------------|------------------|---------------|--------------|
| [REDACTED] | 54 | [REDACTED] | 7 | 12.5.14 | | Married Sandfields | | 1 | 75 | 20 | 50 | 145 |
| [REDACTED] | 54 | [REDACTED] | 7 | 12.5.14 | | Married Sandfields | | 1 | 75 | 20 | 50 | 145 |
| [REDACTED] | 60 | [REDACTED] | 9 | 12.5.14 | Sandfields | Married mum only | | 1 | 75 | 20 | 50 | 145 |
| [REDACTED] | 68 | [REDACTED] | 10 | 23.6.14 | Cefn Saeson | Dad | | 1 | 100 | 20 | 60 | 180 |
| [REDACTED] | 69 | [REDACTED] | 10 | 23.6.14 | Cefn Saeson | Mum | | 1 | 100 | 20 | 60 | 180 |
| [REDACTED] | 35 | [REDACTED] | 10 | 16.9.14 | Cymer Afan | Mum | | 1 | 105 | 15 | 100 | 220 |
| [REDACTED] | 35 | [REDACTED] | 10 | 16.9.14 | Cymer Afan | Dad | | 1 | 105 | 15 | 100 | 220 |
| [REDACTED] | 45 | [REDACTED] | 5 | 7.10.14 | Groes Primary | Mum | | 1 | 400 | 40 | 100 | 540 |
| Total | | | | | | | | | 1,665 | 345 | 1,210 | 3,220 |

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