



CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

2.00 pm THURSDAY, 14 JANUARY 2016

COMMITTEE ROOMS 1 AND 2, PORT TALBOT

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 3 December 2015
(Pages 5 - 22)
3. To receive the Scrutiny Forward Work Programme 2015/16
(Pages 23 - 28)

To scrutinise decisions, information and monitoring issues reported by:

Report of the Head of Business Strategy and Public Protection

4. Children and Young People Services - Key Priority Indicators
(Pages 29 - 42)

Report of the Head of Participation

5. Monitoring of schools standards by the School Standards Partnership Group (Pages 43 - 50)

Report of the Director of Social Services, Health and Housing

6. Progress Update on Managing Situations at Hillside (Young People) (*Pages 51 - 54*)
7. To select appropriate items from the Cabinet Board Agenda for pre-scrutiny (Cabinet Board reports enclosed for Scrutiny Members)
8. 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
9. Access to Meetings to resolve to exclude the public for the following item(s) pursuant to Section 100A(4) and (5) of the Local Government Act 1972 and the relevant exempt paragraphs of Part 4 of Schedule 12A to the above Act.

PART 2

10. To select appropriate private items from the Cabinet Board Agenda for pre-scrutiny (Cabinet Board Reports enclosed for Scrutiny Members)

S.Phillips
Chief Executive

Civic Centre
Port Talbot

Thursday, 7 January 2016

Committee Membership:

Chairperson: Councillor A.R.Lockyer

Vice Chairperson: Councillor H.N.James

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, D.Whitelock and Mrs.L.G.Williams

***Co-opted Voting Members**

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

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.*

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CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

(Committee Rooms 1 and 2, Port Talbot)

Members Present:

3 December 2015

Chairperson: Councillor A.R.Lockyer

Vice Chairperson: Councillor H.N.James

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

Officers In Attendance N. Jarman, A.Thomas, Mrs.A.Thomas, C.Millis, D.Cole, Ms.A.Flynn, M.Lazarus, Ms.H.Lervy, H.Roberts, J.Hodges and Ms.C.Gadd

Cabinet Invitees: Councillors P.D.Richards, E.V.Latham and J.Rogers

1. **DECLARATIONS OF INTEREST FROM MEMBERS**

The following Members made declarations of interest at the commencement of the meeting.

Councillor A.Carter Report of the Head of Participation re: All Composite Data on Pupil Performance 14/15 as he is a school governor of Cefn Saeson, which was specifically referred to in the report.

Councillor Mrs.K.Pearson Private Report of the Director of Social Services, Health and Housing re: Children and Young People Services Supported Accommodation Needs Update, as she rents properties via Housing Options.

2. **MINUTES OF THE CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE HELD ON 22 OCTOBER 2015**

Noted by the Committee.

Members discussed the potential one day inquiry into Child and Adolescent Mental Health Services. It was highlighted that the Local Authority had no powers over the Health Board and it was questionable what outcomes would be achieved for the resources inputted. An alternative suggestion was put forward that the Chairperson writes to the Chief Executive and Chairperson of ABMU Health Board stating what information the Committee did not receive in the meeting and requesting that the information was provided in writing to the Committee. If Members were still not satisfied with the response then the Committee would utilise the Welsh Government Petition System to request they look into this matter further. This approach was agreed by Members.

3. **MINUTES OF THE CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE HELD ON 12 NOVEMBER 2015**

Members made the following amendments to the Minutes:

- The report re: the Consultation on Education, Leisure and Lifelong Learning Services Budget and Draft Savings 2016/17 and 2017/18, EDLL 619 – Management and Administrative Review (page 28, third paragraph) the sentence “Members had requested a breakdown of managerial posts” to be added.
- Page 30, the sentence “Members requested to have a breakdown of the budget five years ago compared with the current budget to establish what had changed”.

With the above amendments the Committee noted the Minutes.

4. **SCRUTINY FORWARD WORK PROGRAMME 2015/16**

It was noted that the Hillside Managing incidents report had been rescheduled on the Forward Work Programme to the 14 January 2016 meeting.

Members queried when a report on the access arrangements for the Welsh in Education Strategic Plan would be brought back to the Committee. This request would be sent to the relevant officers.

Members requested more information on the inclusion process in schools be added to the Work Programme. It was highlighted that it had been requested that an inquiry was undertaken by the Committee into school sickness and how this could be undertaken was being considered.

Noted by the Committee

5. **PRE-SCRUTINY**

The Committee scrutinised the following matters:

Cabinet Board Proposals

5.1 Performance Indicator Data – Quarter 2 including the Key Priorities Indicators

The Committee received the report on the Performance Management Information within Children's Services for the second quarter period (April to September 2015) and the monthly key priority indicator information and complaints data for the same period, as detailed within the circulated report.

Members were informed that the report included the full suite of performance information including the priority information and the comments in previous meetings regarding formatting had been taken on board.

Members queried which team were responsible for the Swansea Valley areas. They were informed that the area was covered by the Llangatwg Team. The percentage of children looked after at 31 March who has had three or more placements during the year (SCC/004) Members recognised that this information was reported annually and requested the numbers of children were included as well as the percentages. Officers informed them that for subsequent reported performance the figures were for 2013-14, 30 out of 468 looked after children had three or more placements and for 2014-15, it was 31 out of 434 looked after children. Members highlighted that the numbers added more meaning to the data reported.

Members asked what the reasons were for the increase in the percentage of referrals that were re-referrals within 12 months (SCC/10). They were informed that this indicator would always be subject to fluctuation from month to month, however, the performance figure of 17.4% for this period was below the Welsh average of 21%. It was highlighted that significant strides had been made to reduce the re-referral rate, which was in excess of 35% in 2012-13.

Members queried if the difference between the attendance of looked after pupils whilst in care for primary and secondary schools was the same for pupils who were not looked after. Officers highlighted that attendance rates were about the same, which Members were pleased to hear. However, it was highlighted that the data did not include those children who were placed out of county and this data was not readily available.

In regards to the percentage of children looked after with a personal education plan within 20 school days of entering care of joining a new school (SCC/024), Members asked why almost 25% did not have plans within the timescales and how detrimental it was to their education. Officers informed them that those that were completed outside of the timescales were undertaken within four working days of the due date and they were all for children who had transferred to new schools at the beginning of the school year. Members highlighted that the story behind the data gave a fuller picture.

Officers clarified that for Key Priority Indicator 5 – the number of looked after children by placement type - the figures under the dates refer to the actual number of children in care by placement type. Members asked if the Service would reach 100% in meeting statutory timetables for reviews of looked after children, children on the child protection register and children in need (SCC/045). It was highlighted that performance in this area was moving in the right direction, however, it was recognised that there were still improvements that could be made. It was unlikely that performance would ever reach 100% and the aim of the Service was to get to 94%. It was noted that reviews were undertaken even if they were slightly out of timescale.

Key Priority Indicator 4 – the number of foster carers approved by the Council - Members asked if there were any particular reasons for the downward drift in numbers. It was noted that there were fewer looked after children and less of a requirement for foster carers. Members also asked how long did assessment of foster carers take. They were informed that it was dependent on the foster carer, as they would go through the process until they were ready and it could take up to a year. It was noted that the figures for those awaiting approval would include some of the same cohort throughout the months. Members were pleased to note that the Service was continuing to convert agency staff to permanent members of staff for Neath Port Talbot.

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

5.2 Education Performance Indicator Data – Quarter 2

The Committee received the quarter two performance management data and complaints and compliments for the period 1 April to 30 September 2015 for Education, Leisure and Lifelong Learning Services, as detailed within the circulated report.

Members were informed that there had been an improvement in most stages, however, the Service were still looking to improve foundation phase, Key Stage 2 and Key Stage 3 results. There had been a dip in Key Stage 2 and it was noted that there were different cohorts each year that would result in fluctuations. It was highlighted that Key Stage 4 results remained high, which indicated that teacher assessments were more accurate in Neath Port Talbot than other areas.

It was highlighted that attendance figures were up and there had been a lot of work undertaken to reduce exclusions. It was noted that there had been a fall in the number of pupils who were permanently excluded (from 11 to 9 pupils) and there had been a fall in the number of days lost to fixed term exclusions. It was recognised that Neath Port Talbot was joint first in Wales for the percentage of final statements of special education need issued within 26 weeks excluding exceptions. However, it was highlighted that the service was seeing cases of increasing complexity, multiple issues and the mental health of children and young people was a major concern.

It was noted that there had been an increase in the time taken for final statements of special education need issued within 26 weeks including exceptions (EDU/015a) could be attributed to the increased complexity and long term staff absence and a high number of Special Educational Need tribunals. It was explained that it was a small specialised team and there were not replacements available for qualified staff. Members queried how many tribunals there had been and officers informed them that there had been two, which had taken a lot of officer time. Members highlighted that this indicator was travelling in the wrong direction and queried if Neath Port Talbot were receiving more complex cases than other areas and what were the number of pupils rather than the percentages. Officers informed the Committee that they would look into this and report back. It was noted that the delay was often down to external factors such as, waiting for information from other organisations and parents missing appointments.

Members queried how improving the consistency of teacher assessments at Key Stage 2 (EDU/003) and Key Stage 3 (EDU/004) was being addressed. They were informed that this had been highlighted nationally and standardisation and moderation work was being undertaken and included looking at clusters of schools. It was highlighted that in some areas there were large discrepancies in accuracy between Key Stage 2 and 3 assessments compared with Key Stage 4 results and it was a better position to underestimate at Key Stage 2 and 3. It was explained that there was five years difference between Key Stage 2 and 4. Members were informed that where necessary interventions were put in place for pupils who had boarder line results. Members requested a report on this work at a future meeting to see what progress had been made. The importance of schools knowing their pupils and teachers having an accurate picture was recognised. Members asked if the Standard Assessment Tests in English schools were more accurate and officers informed them that this was unknown.

Members highlighted that Neath Port Talbot were joint first in 2014/15 for the percentage of pupils in local authority care, in any local authority maintained school leaving compulsory education without approved external qualifications (EDU/002ii). This was recognised as a good achievement.

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

5.3 All Composite Data on Pupil Performance 14-15 (Annual Report)

The Committee received the report on the summary of performance of Neath Port Talbot schools and its pupils during 2014/15, as detailed within the circulated report.

Members were informed of some of the contextual data on the level of free school meal entitlement correlated to pupil performance. The report included performance information on attendance, exclusions, national test results, teacher assessments and Key Stage 4 and 5 examination results. It also provided details of school inspections that took place during 2014/15.

Members were informed that the national data for attendance 2014/15 had been published and Neath Port Talbot ranked 13th for primary schools and 15th for secondary schools, which were good rankings. In considering the quartiles across Wales, where similar schools were compared, Neath Port Talbot was performing well. It was highlighted that permanent exclusions were decreasing, although still some of the highest in Wales. Fixed exclusion days continued to fall and improvements were being made in this area. It was explained that the main reasons for exclusions were drugs and violence.

Members queried why Neath Port Talbot was ranked 22nd at foundation phase and was not performing well at Key Stage 2 and 3. Officers informed them that part of the reason was the high percentage of free school meal pupils and pupils with special educational needs. Further analysis of the data had been undertaken and the reasons for any near misses of grades or reasons for not achieving as expected had been investigated. There were a variety of reasons for underachievement, such as pupils having additional educational needs, 45% of those that underachieved were free school meal pupils and there was a difference between some children that were born in the summer time and who were the youngest in the year. Estyn had been pleased with this approach and satisfied that the Service had looked into these areas in detail.

Members asked if plans were then put in place to address the reasons why pupils were not achieving and it was confirmed

that they were. It was noted that it was important to consider the journey of a pupil and the achievements they had made. Members queried that for those pupils with marginal attainment that were born in the summer months could action be taken to address this. It was explained that attainment fluctuates each year and that other factors could have an impact. The Service always looked at ways to continue to improve teaching and support to pupils.

Members highlighted that there had been a significant increase in the number of pupils with statements of special educational need and asked what were the reasons for this. Officers agreed to look into this. Members queried that if a pupil joined a school in year 11 could this affect the Key Stage 4 results. It was explained that if a pupil transferred in year 11 then their results were attributed to the school from which they transferred. Members were pleased with the Key Stage 4 results and asked what Neath Port Talbot schools were doing well. It was highlighted that good practice and different approaches were being shared across schools to address commonly arising issues and tools were being used more robustly. It was acknowledged that each year there was a different cohort that required different approaches and it was important that schools knew their pupils and what they were capable of achieving. It was recognised that there were dedicated and hardworking staff and some schools were spending the Pupil Deprivation Grant well. There were specific strategies in place to contribute to and maintain performance. The Service worked closely with the Headteacher networks and provided Human Resources and budget support as required.

It was highlighted that the percentage of young people not in education, employment and training (NEET) had improved to 3.8% from 4.4%, which reflected the work that had been undertaken in this area.

Members were informed that in September 2010 a new cycle of inspections were initiated under a new common inspection framework and the schools that were inspected during 2014/15 academic years and the judgements they received were outlined. It was highlighted that Llansawel Primary was in special measures, Cefn Saeson Secondary was now out of Estyn monitoring (and had achieved this very quickly) and Cwrt Sart Secondary was rated as excellent and was being used by Estyn as a case study. Members queried if Cwrt Sart was

achieving so well why was it closing and they were informed that the building was closing not the education delivered and this would carry on in the new super school once development was complete. Members queried if there was an appeals system for Estyn results as the grading could be questioned in instances such as Cefn Saeson, where they were put under monitoring and then removed from it in the next assessment. Officers confirmed that there was an appeals process and it was highlighted that the timing of an inspection can have an impact on the result.

It was highlighted that the unverified data for school categorisation indicated that overall there were more Neath Port Talbot schools in the green and yellow categories than in the amber and yellow.

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

5.4 Reorganisation and Inclusion of the Provision of Pupils who receive their Education Otherwise than at School

The Committee received the report to approve the proposals on the reorganisation and inclusion of the provision of pupils who receive their education otherwise than at school, as detailed within the circulated report.

Members noted that it was the Manager of School and Family Support last meeting before retirement. The Chairperson thanked him on behalf of the Committee for his hard work over his career and wished him all the best for the future.

Members were reminded of the background to the report, which set out the Local Authorities strategic approach to wellbeing and behaviour provision, with particular reference to pupils who were taught outside the school setting. Following the consultation period the proposals had been further developed. Members were pleased that the Service had listened during the consultation, taken on board comments and made appropriate amendments.

It was explained that one of the main changes was in relation to the education of pupils who were school refusers or had significant and serious medical needs. The Council would maintain this provision for those pupils currently utilising the

service and whose needs were such that they could not leave the home. Where possible the same teacher as present would be employed with the teacher coming under the management of the pupil's mainstream school. It was highlighted that the cost would be shared out across the school sector budget rather than having to be met by individual schools. Members supported the proposal for shared costs as it was fairer on all schools. Members noted that it was up to the school whether or not they used this service for any new pupils. It was suggested that if schools proposed not using the service that they had to seek authorisation and provide a plan on how that pupil's education needs would be met. Officers agreed that this would be a good approach and would take it on board.

The other main change was there were a number of pupils, particularly at years 10 and 11 for whom education at mainstream school was unsuitable. The provision currently based at Bevin Avenue caters for most of these pupils but in unsuitable premises. The Council would source and staff an alternative site for the education of up to 24 pupils with three teaching and four non-teaching staff. The cost would be met within the existing budget cost base and under the management of a yet to be determined school. It was highlighted that early intervention would help to reduce the number of pupils requiring this service. It was explained that pupils would be taken off the school roll when attending this unit. It was highlighted that in Pupil Referral Units the staff were isolated, the provision was inadequate and there was a lack of leadership and this model would overcome these specific issues. The aim of the units was to attach them to a school so they could access a full range of subjects. Members queried if a site and school had been identified yet for these proposals. Officers informed them that discussions in this area were ongoing to identify the right provision to best serve the pupils. It was asked if schools would be receptive to managing this unit and officers informed them that they were confident that the schools being considered would be receptive to it. However, it was recognised that it would be a challenge. Members noted that a similar proposal had been put in place 10 years ago and had not been successful and hoped that the proposals had been planned properly. Officers highlighted that these proposals provided a whole continuum of support to improve the service. It was confirmed that the money for the pupils attending this provision would go into the Education Otherwise

Than At School budget. The proposals offered different ways of funding places without increasing the budget for the Service.

Members noted that feedback on the range of services offered by the Engage project had not been that positive and agreed with officers comments that the pupils becoming part of a large school would result in access to a wider range of subjects and better meet their needs. It was highlighted that the Engage staff had done a good job, however, the project was not sustainable. Members highlighted that there was a private company looking for funding for an engagement retreat for young people and they would send information to officers.

Members noted that the new Senior Well-being Post was to be grant funded and queried if the post would still exist once the grant period had finished. It was established that the grant funding would be in place for two years, which would be a suitable time to assess if the post was working and if so a decision would be made on whether it should be funded from the core budget.

Members were taken through the consultation comments and the officer responses to them. Members queried whether the consultation period had been long enough and would there have been more than 30 responses if it had been extended. It was also noted that some school governor meetings were on a quarterly basis and governors may not have had time to respond. Officers felt that the consultation had been long and broad enough and some of the responses were on behalf of groups.

It was noted that staff were anxious as there were 25 positions at risk. There were 16 posts being created that were ring fenced to these staff initially provided they had the right skills for the job. Other opportunities may arise in schools when they consider what additional support they required to manage the changes.

Members were informed of the following amendment to the report that the Equality Impact Assessment, page 139, section 2, under marriage and civil partnership to be amended from “Pupils – this characteristic is not applicable due to the age of the pupils” to “Pupils - There is no impact on the group of young people we are currently dealing with”. The Head of Transformation also provided the Committee with a further

explanation of recommendation (c) that the delegated authority was in relation to confirming the school(s) to manage the alternative provision and to identify the site(s).

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

5.5 Hillside Secure Children's Home – Estyn Inspection

The Committee received the Estyn Inspection Report (2015) for Hillside Secure Children's Home, as detailed within the circulated report.

Members were informed that the primary focus of the report was to comment on the quality of education provided to children and young people. The Estyn report in 2013-14 identified many shortfalls within the education provision and the inspection was to measure the progress made against the recommendations contained within that report and used these as a benchmark to evidence progress within the department. It was highlighted that the department had been unaware of when the inspection was going to take place and it was unannounced. Estyn were content that progress had been against all the recommendations and good progress had been made in some areas. Supplementary recommendations were made to support the continued improvement. Members were pleased to note that progress had been made.

Members queried what impact the arrangements had made on Cefn Saeson school and officers informed them that the arrangements worked well and had been of benefit to both Hillside and the school.

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

6. ACCESS TO MEETINGS

Resolved: that pursuant to Section 100A(4) and (5) of the Local Government Act 1972, the public be excluded for the following items of business which involved the likely disclosure of exempt information as defined in paragraph 12 and 14 of Part 4 of Schedule 12A to the above Act.

7. **MANAGING SITUATIONS AT HILLSIDE (YOUNG PEOPLE)
(EXEMPT UNDER PARAGRAPH 13) WITHDRAWN**

Officers informed Members that due to a number of inaccuracies in the report it had been withdrawn from today's meeting. The report would be refreshed and brought back to the next meeting of the Committee.

8. **PRE-SCRUTINY**

The Committee scrutinised the following matters:

Cabinet Board Proposals

8.1 Hillside Managers Report

Members received the Manager's report on Hillside Secure Centre for the period of 1 July to 30 November 2015, as detailed within the circulated report.

Members were provided with information on the admissions to the Unit. It was explained that following the reduction in Youth Justice contracted beds there had been a rise in the number of welfare admissions. Also following discussions with the Police there had been an increase in PACE (Section 38) placements for one night. It was highlighted that the majority of young people admitted were from Children's Homes. It was emphasised that using facilities, such as Hillside, earlier in their care history would have more impact and could result in less placements and trauma in the future. It was noted that the welfare placements did not have a fixed end date which could cause negative behaviour from the young people.

The education achievements of the young people were highlighted to Members and the range of Agored Cymru qualifications offered had increased significantly. It was noted that Hillside facilitated a visit from Charlie Taylor, who was the Deputy Minister at the Ministry of Justice, as part of the Justice Review of the Juvenile Estate. He had chosen to visit the Centre as the first secure children's home after being advised by the Youth Justice Board of the good work that had been undertaken. He particularly focussed upon the education provision and the positive outcomes which needed to be

achieved by young people. It was highlighted that Hillside was the only secure children's home to have the official career mark, which it was awarded in July 2015.

Members were informed of staff leaving employment and those commencing employment. It was explained that some had left for career enhancement reasons and others had retired. The Centre was also going through a cultural change and repurposing and repositioning the service, which did not suit all staff. It was highlighted that there had been a lot of training undertaken and continual personal development for teaching staff had been recognised. It was noted that it was a challenging environment to work in but it was identified that only one out of eight long term sickness absence was work related.

The achievements of the Centre were recognised. Members were invited to visit the Centre to see the walled garden, which was a project undertaken in partnership with the Arts Council for Wales. It was highlighted that Hillside had formally been invited to the Her Majesty's Official Garden Party for their contribution to the Duke of Edinburgh scheme. The Centre was piloting a revised staff rota to improve service delivery and recovery time for employees. It was recognised that the development of psychologist and clinical team had made a significant difference and the young people were benefitting. Members welcomed this development.

It was noted that the Care and Social Services Inspectorate Wales inspection report would be brought to a future meeting once it had been received.

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

8.2 Hillside (The Children's Home (Wales))

The Committee received the Children's Homes (Wales) Regulations report on the monthly visits, from May to September 2015, to Hillside Secure Centre by a member of staff not directly concerned with the conduct of the Centre, as detailed within the circulated report.

Members highlighted that on some occasions the control and sanctions logs had not been available as it could not be located. Officers recognised that this was a concern and steps had been

put in place to ensure this does not happen again. This included daily check lists being developed for unit leaders.

It was noted that there had been failures in responding to complaints and delays in recording them. Officers recognised that it was not acceptable and the process had been looked at and changes had been made to address this and ensure complaints were dealt with in a timely manner. In addition all incidents were investigated by a senior manager and reported to social workers and the medical team. It was emphasised that the complaints officers should distinguish between a complaint and a criminal act.

It was highlighted that the number of sanctions was due to increased challenging behaviour and all had been deemed reasonable. It was important that staff understood what was driving behaviour and training had been undertaken on responding to traumatised children.

It was commented that there had been reports of water within in children's rooms due to showers overflowing. Officers informed Members that this was being rectified on a rolling basis through the modernisation process.

Members queried if there was any scope for the produce from the walled garden to be sold by the young people outside the Centre to increase their skills and raise income. Officers highlighted that the produce was available at the front of the building but not for profit and they would like to expand on this. The produce was used for meals and young people were learning where food came from and increasing their skills. Members informed officers that Glynneath Training Centre had undertaken a similar project and maybe able to offer some advice and experience. Members were pleased with reports of how easy it was for relatives to communicate with the young people.

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

8.3 Children and Young People Services Supported Accommodation Needs Update

The Committee received the report updating Members on the accommodation and support needs of 16-25 year olds, with a

specific focus on Care Leavers and those who meet Local Authority thresholds within Neath Port Talbot, as detailed within the circulated report.

Members were informed that the report followed on from a number of previous reports that had been brought before Members to ensure that the accommodation and support services provided for children and young people in Neath Port Talbot were suitable and appropriate. A task and finish group had been established to identify the current and future accommodation and support needs of young people in order to determine future commissioning needs. The needs analysis work undertaken by the group highlighted the requirement to develop a seamless step-down supported accommodation model and a new pathway had been developed. A new Supported Accommodation Service specification would be going out to market via the open tender procedure. The contract would be outcome focussed and monitored on a quarterly basis via the Common Commissioning Unit.

Members were informed that to ensure the Council's commitment not to place young people in bed and breakfast accommodation new service specifications would be provided for supported lodgings, 24 hour emergency accommodation and shared housing with floating support. It was highlighted that 24 hour emergency accommodation should negate the need to use bed and breakfast and at any one time there should be up to 10 emergency beds available.

It was noted that there would be the establishment of a Resettlements and Re-enablement Panel aimed at addressing the needs of hard to reach young people. Also in line with the Council's Early Intervention and Prevention work there would be the redevelopment of the former role undertaken by the Homelessness Prevention Worker to a more holistic Accommodation Officer. The remit would largely centre on meeting the needs of young people presenting as homeless and those at risk of placement breakdown. The process for dealing with sixteen and seventeen year olds who present as homeless or in need of accommodation was explained to Members. Members queried where the young person would be placed during the three to seven days whilst suitable accommodation was found. Officers informed them that it would be in emergency accommodation.

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

CHAIRPERSON

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**Children, Young People and Education Scrutiny Committee
Forward Work Programme 2015/16**

Date of Meeting	Agenda Item
28 th May 2015	Presentation from CSSIW on Children's Services Inspection Report
	Pre-Scrutiny – Cabinet Board Items
18 th June 2015	Safeguarding Self-Assessment Toolkit
	Pre-Scrutiny – Cabinet Board Items
16th July 2015	Quarterly Performance Reporting
	Pre-Scrutiny – Cabinet Board Items
30 th July 2015	Youth Service Report
	Pre-Scrutiny – Cabinet Board Items

4th September 2015	CSE Inquiry Report
	Report Cards – Education Data Unit
	Quarterly Performance Reporting Including Complaints Data
	Pre-Scrutiny – Cabinet Board Items
24 th September 2015	Report Cards – Flying Start, Play Development Team
	CYPS Monthly Key Priority Performance Indicators – 1, 2, 3, 4
	Pre-Scrutiny – Cabinet Board Items
22nd October 2015	CAMHS Progress
	Youth Service Provision Report
	Report Card – Youth Service
	CYPS Monthly Key Priority Performance Indicators – 5, 6, 7, 8, 9

	Behaviour in Schools as part of Inclusion Consultation Report
	Pre-scrutiny - Cabinet Board Items
12 th November 2015	STAND ALONE BUDGET SCRUTINY
3rd December 2015	Quarterly Performance Monitoring including all 8 Monthly Key Priority Indicators and Complaints Data
	Pre-scrutiny - Cabinet Board Items
14th January 2016	ERW – data presented to this meeting
	School Standards Monitoring Group Thematic Report
	CYPS Monthly Key Priority Performance Indicators – 1, 2, 3, 4
	Hillside - Managing Incidents
	Pre-scrutiny - Cabinet Board Items

11th February 2016	Report Cards – ACL, Work Based Learning, MEAS (include capacity)
	CYPS Monthly Key Priority Performance Indicators – 5, 6, 7, 8, 9
	Pre-scrutiny - Cabinet Board Items
10th March 2016	Report Cards – Looked After Children Team and Children’s Disability Team
	Quarterly Performance Monitoring including all 8 Monthly Key Priority Indicators and Complaints Data
	Progress against the University of Bedfordshire self-assessment toolkit and update against recommendations from the CSE Safeguarding Inquiry
	Report highlighting the consistent approach that will be taken across schools in Neath Port Talbot in light of the production of the toolkit from Welsh Government
	Pre-scrutiny - Cabinet Board Items
7th April 2016	Report Cards - Childcare Settings, Conference and Review Team

	CYPS Monthly Key Priority Performance Indicators – 1, 2, 3, 4
	Review of CYPS Monthly Key Priority Performance Indicators
	Pre-scrutiny - Cabinet Board Items
28th April 2016	School Standards Monitoring Group Thematic Report
	CYPS Monthly Key Priority Performance Indicators – 5, 6, 7, 8, 9
	Pre-scrutiny - Cabinet Board Items

Note: Reports requested include:

- Schools Sickness Inquiry
- Inclusion Process Report
- Music Service

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

REPORT OF THE HEAD OF BUSINESS STRATEGY AND PUBLIC PROTECTION – A. THOMAS

14 January 2016

SECTION C – MATTER FOR MONITORING

WARDS AFFECTED: ALL

Children and Young People Services – Key Priority Indicators

Purpose of the Report

1. To advise Members of performance against Key Priority Indicators numbered 1 to 4 for the period 1st to 30th November 2015.

Please note there are 9 Key Priority Indicators in total; the full suite of Key Priority Indicators will be reported to the Children, Young People and Education Committee Meeting in March 2016.

Executive Summary

2. Priority Indicators to be discussed:-

- **Priority Indicator 1 – Average Number of Cases held by Qualified Workers across the Service**
- **Priority Indicator 2 – Staff Supervision Rates**
- **Priority Indicator 3 – The Number of Social Worker Vacancies across the Service (including number of starters/leavers/agency staff/sickness)**
- **Priority Indicator 4 – Number of Approved Foster Carers within NPTCBC**

Background

3. Children Young People and Education Scrutiny Committee Members have previously agreed a set of 9 Priority Performance Indicators to be scrutinised during 2015-16. The indicators will be discussed on alternate Committees (4 one month, 5 the next month).

For the purpose of this report, Indicators 1-4 are to be reported.

Financial Impact

4. After consideration, this is not applicable.

Equality Impact assessment

5. After consideration, this is not applicable.

Workforce Impacts

6. After consideration, this is not applicable.

Legal Impacts

8. This progress report is prepared under:

i) Local Government (Wales) Measure 2009 and discharges the Council's duties to "make arrangements to secure continuous improvement in the exercise of its functions".

ii) Neath Port Talbot County Borough Council Constitution requires each cabinet committee to monitor quarterly budgets and performance in securing continuous improvement of all the functions within its purview.

Risk Management

9. After consideration, this is not applicable.

Consultation

10. No requirement to consult.

Recommendations

11. Members monitor performance contained within this report.

Reasons for Proposed Decision

12. Matter for monitoring. No decision required.

Implementation of Decision

13. Matter for monitoring. No decision required.

Appendices

14. Section 1 - Key Priority Indicator Information (1-4) for November 2015

List of Background Papers

15. None

Officer Contact

David Harding - Performance Management Team
Telephone: 01639 685942
Email: d.harding@npt.gov.uk

SECTION 1 - Key Priority Performance Indicators (November 2015)

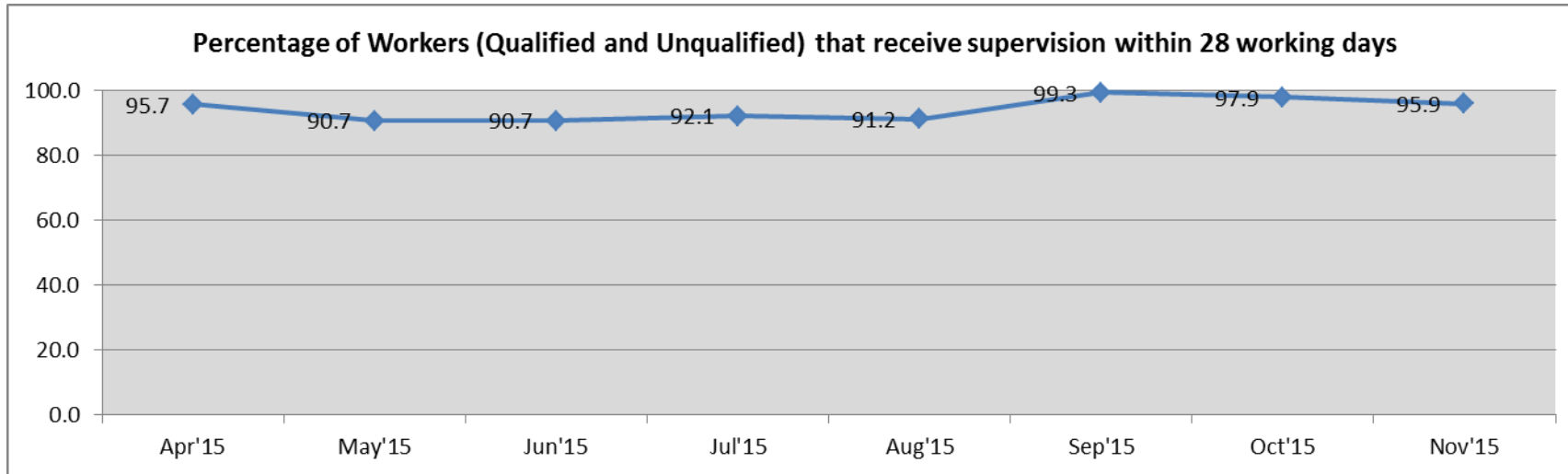
- **Priority Indicator 1 – Average Number of Cases held by Qualified Workers across the Service**

As at 30th November 2015	Caseload Information - Qualified Workers, including Deputy Team Managers					
Team	Available Hours	FTE Equivalent	Team Caseload	Highest Worker Caseload	Lowest Worker Caseload	Average Caseload per Worker
Cwrt Sart	407.0	11.0	141	19	7	12.8
Disability Team	415.5	11.2	172	15	9	15.4
LAC Team	367.5	9.9	189	23	4	19.1
Llangatwg	592.0	16.0	213	22	9	13.3
Sandfields	360.0	9.7	106	16	2	10.9
Route 16	230.0	6.2	55	11	2	8.9
Dyffryn	378.0	10.2	109	16	7	10.7
Intake	226.0	6.1	90	14	2	14.8
Average Caseload - CYPS	2,976.00	80.3	1,075	17.0	5.3	13.4

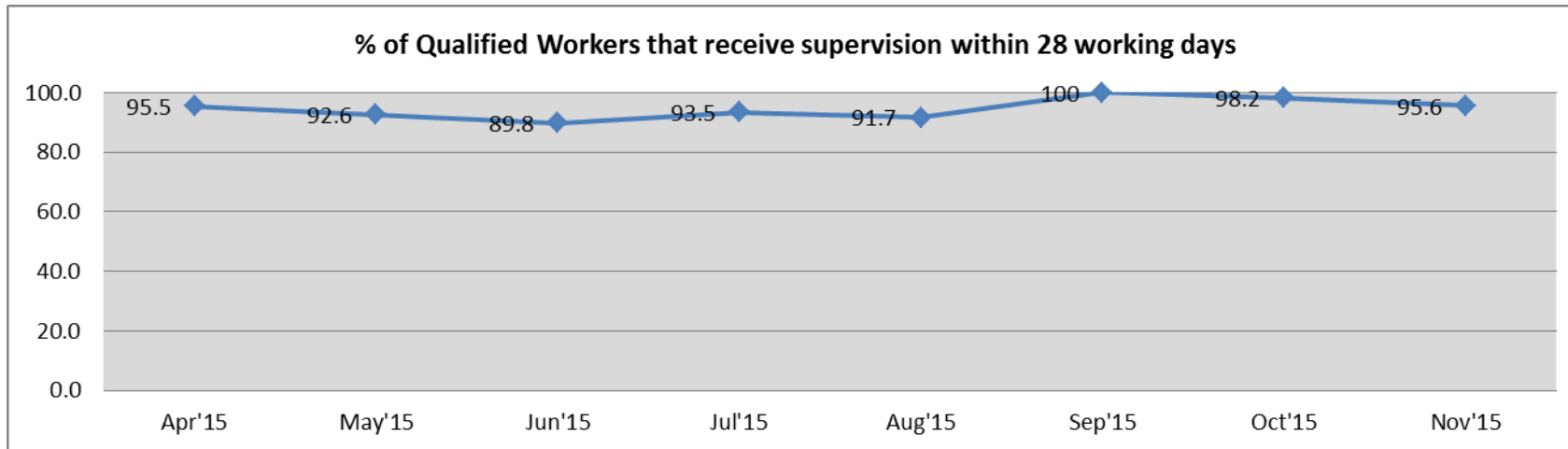
Please Note:

1. These figures include cases held by Deputy Team Managers and Part-Time Workers.
2. The '*Available Hours*' do not account for staff absences e.g. Sickness, Maternity, Placement, unless cover has been provided.

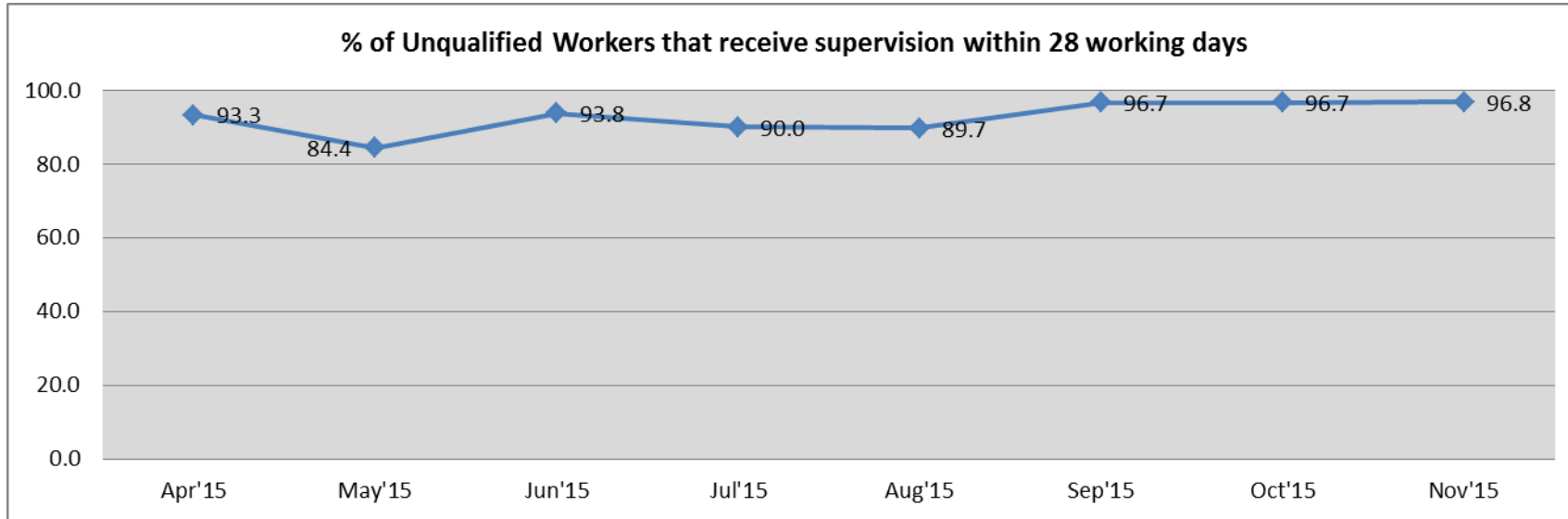
- **Priority Indicator 2 – Staff Supervision Rates**



	Apr 2015	May 2015	June 2015	July 2015	Aug 2015	Sep 2015	Oct 2015	Nov 2015				
Performance Indicator/Measure	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual				
The percentage of Qualified and Unqualified Workers that receive Supervision within 28 working days	95.7	90.7	90.7	92.1	91.2	99.3	97.9	95.9				
Number of supervisions	140	140	140	139	137	141	140	145				
Of Which, were undertaken in 28 working days	133	127	127	128	125	140	137	139				

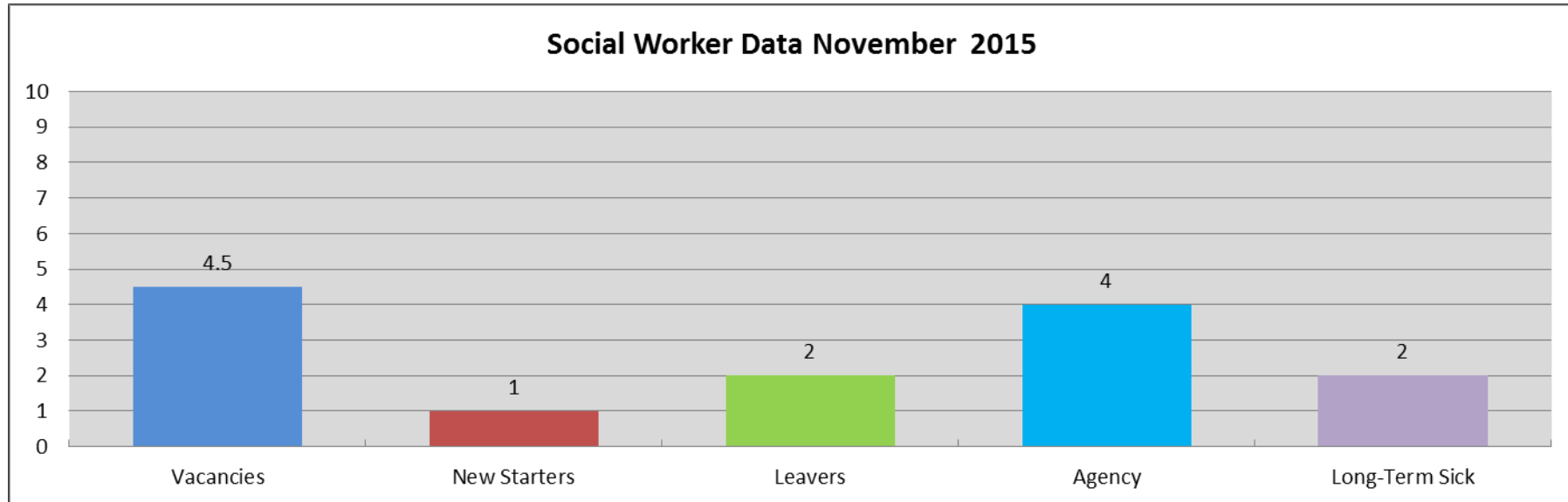


	Apr 2015	May 2015	Jun 2015	Jul 2015	Aug 2015	Sep 2015	Oct 2015	Nov 2015		
Performance Indicator/Measure	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual		
The percentage of Qualified Workers that receive Supervision within 28 working days	95.5	92.6	89.8	93.5	91.7	100.0	98.2	95.6		
Number of Supervisions	110	108	108	108	108	111	110	114		
Of Which, were undertaken in 28 working days	105	100	97	101	99	111	108	109		



	Apr 2015	May 2015	June 2015	July 2015	Aug 2015	Sep 2015	Oct 2015	Nov 2015		
Performance Indicator/Measure	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual		
The percentage of Unqualified Workers that receive Supervision within 28 working days	93.3	84.4	93.8	90.0	89.7	96.7	96.7	96.8		
Number of supervisions	30	32	32	30	29	30	30	31		
Of Which, were undertaken in 28 working days	28	27	30	27	26	29	29	30		

- **Priority Indicator 3 – The Number of Social Worker Vacancies across the Service (including number of starters/leavers/agency staff/sickness)**

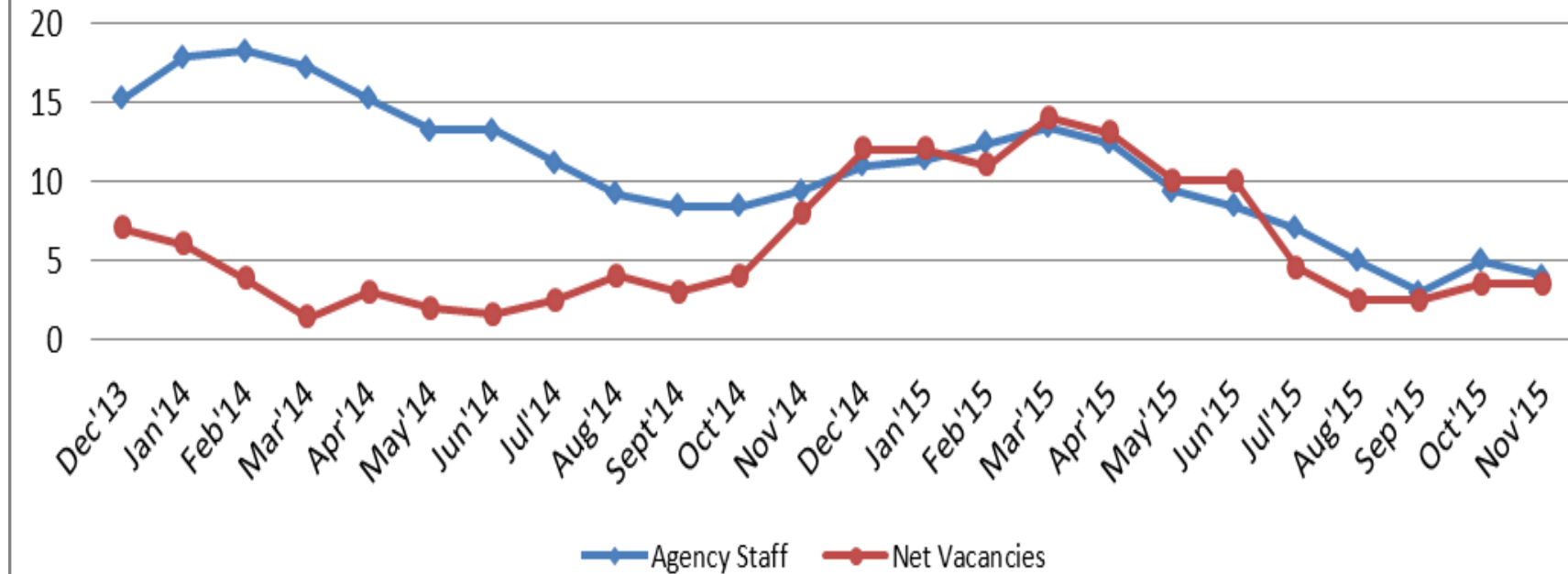


	Deputy Manager	Social Worker	Peripatetic Social Worker	IRO	Consultant Social Worker	Total
Vacancies	1*	3.5	0	0	0	4.5
New Starters	1	0	0	0	0	1
Leavers	1	0	0	0	1	2
Agency	0	4	0	0	0	4
Long-Term Sick	0	2	0	0	0	2

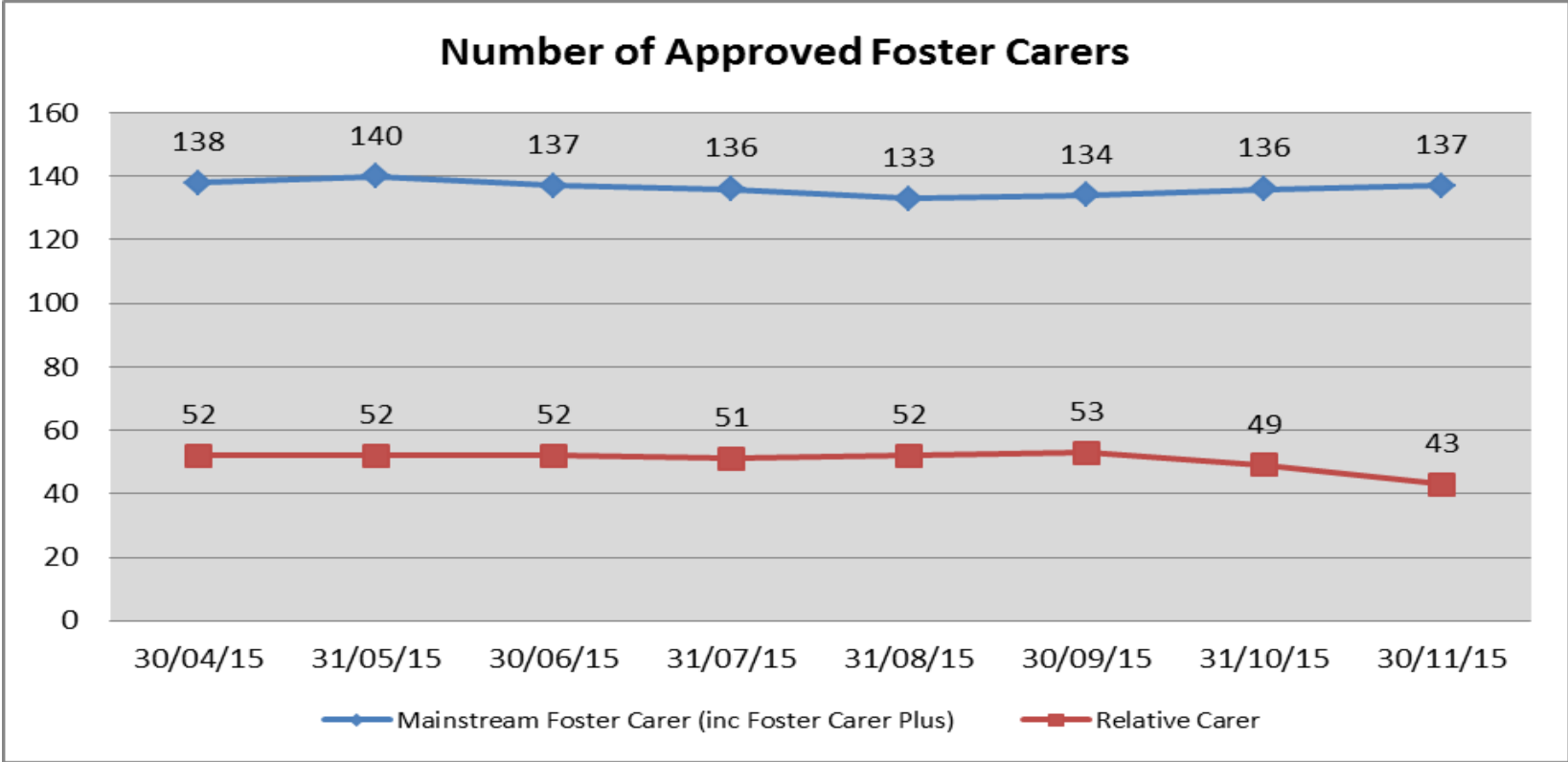
* Under review by Health

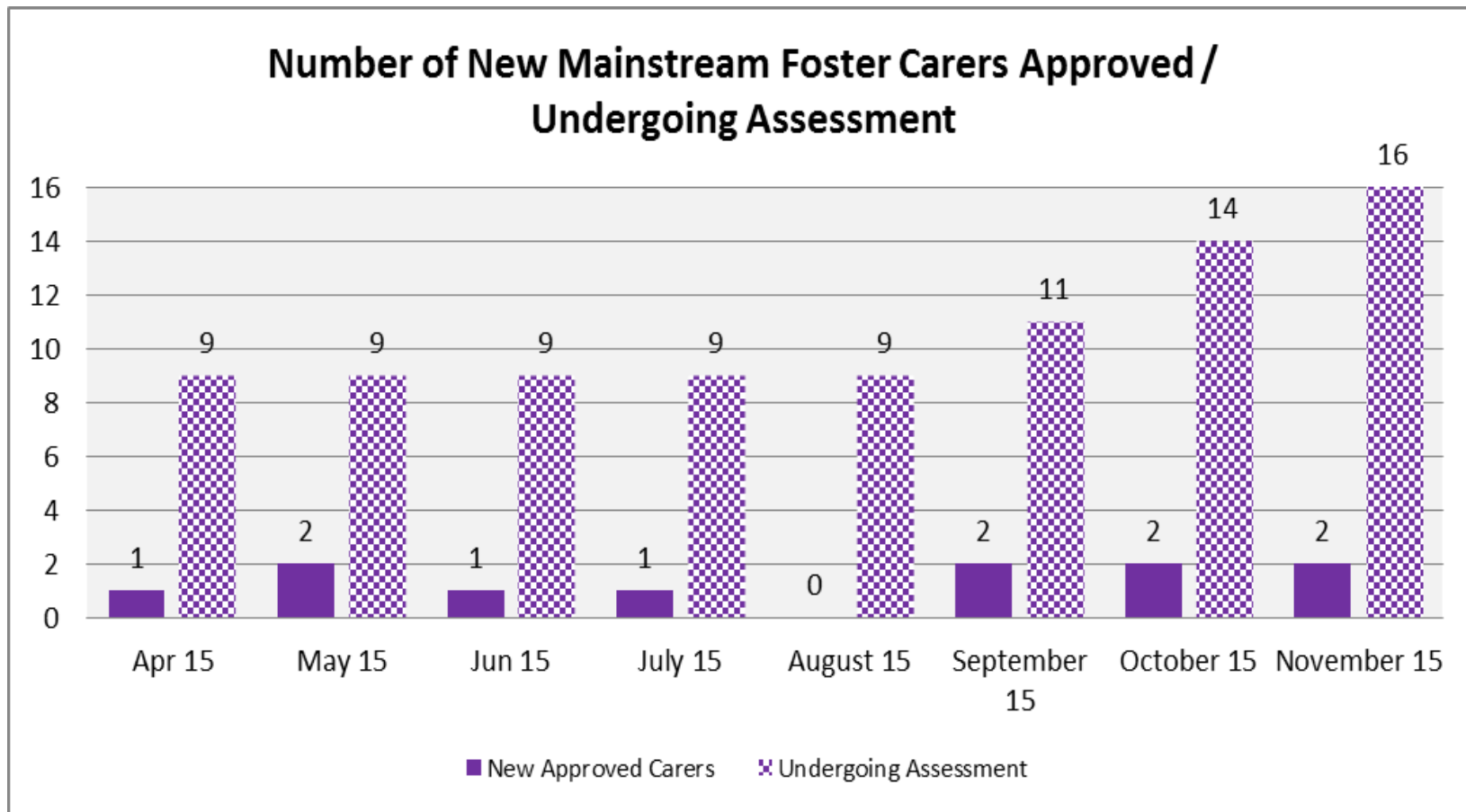
Agency: - 3 x Llangatwg CCT – providing management support and experience
 1 x LAC Team – reducing LAC numbers

Summary of Agency Staff and Vacancies December 2013 - November 2015

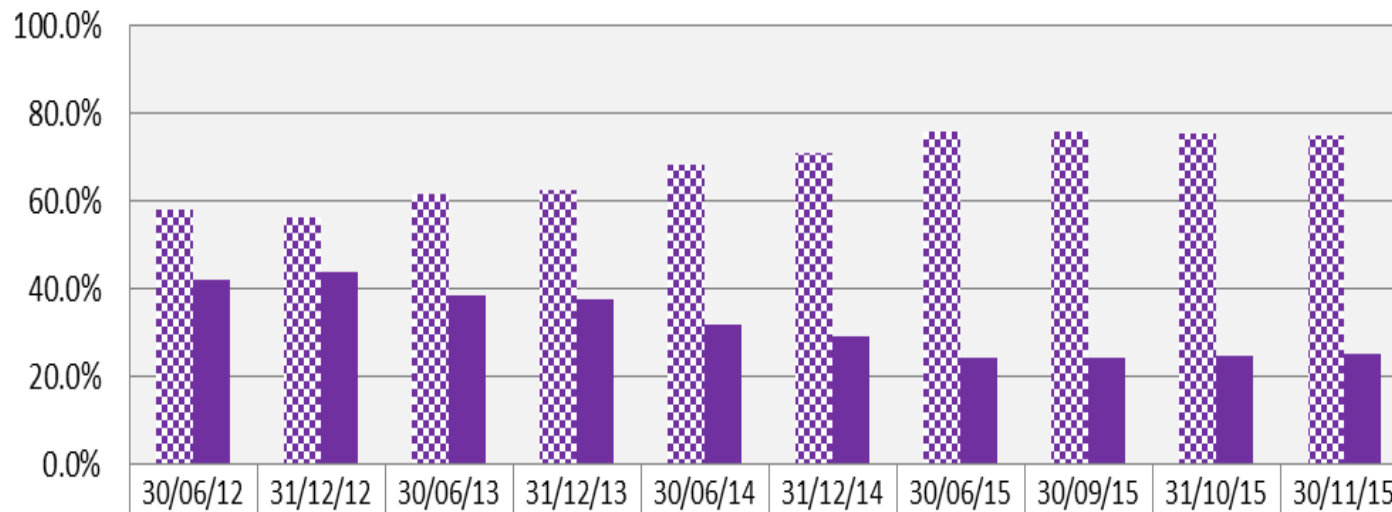


Priority Indicator 4 – Number of Approved Foster Carers within NPTCBC





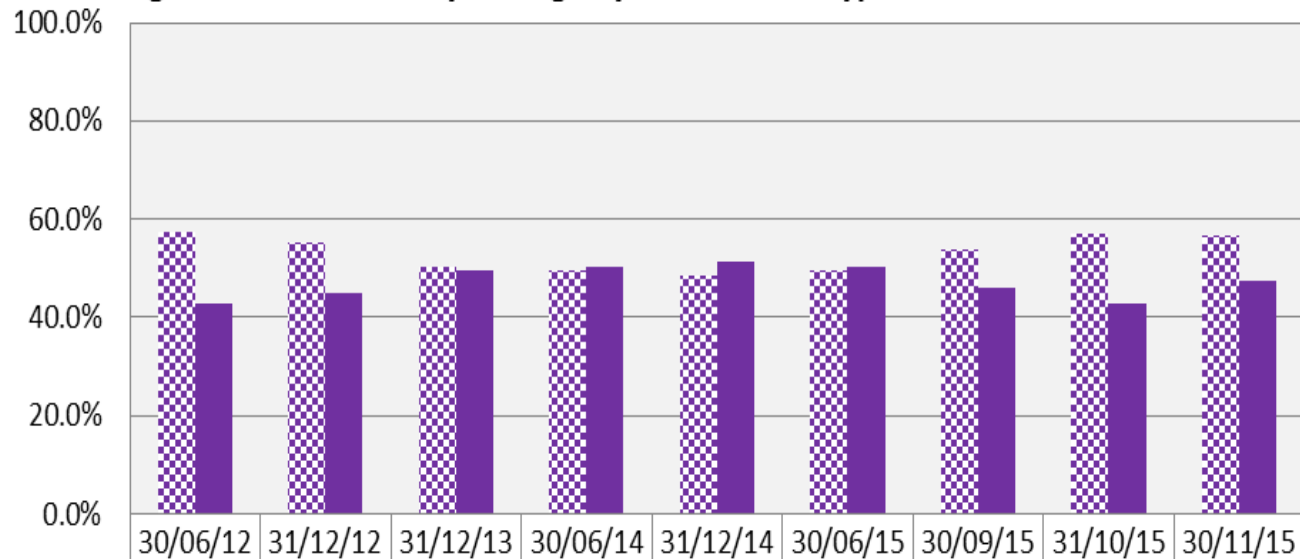
Percentage of Children 0 - 10 yrs of Age by Foster Carer Type



■ In-House Foster Carers (0-10yrs)	58.1%	56.3%	61.6%	62.5%	68.2%	70.9%	75.9%	75.9%	75.6%	75.2%
■ Independent Carers (0-10yrs)	41.9%	43.7%	38.4%	37.5%	31.8%	29.1%	24.1%	24.1%	24.4%	24.8%

- **Current average cost of an internal placement is £17,423**

Percentage of Children 11-17yrs of age by Foster Carer Type



- **Current average cost of an external placement is £41,940**

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Children, Young People and Education Scrutiny Committee

14th January 2016

Report of the Head of Participation- Chris Millis

Matter for Monitoring

Wards Affected: ALL

Monitoring of schools standards by the School Standards Partnership Group.

Purpose of the Report

To report on the progress of the Schools Standards Partnership Group. The aim is to enhance monitoring of standards of individual schools by Elected Members. The proposal to establish a Schools Standards Partnership Group was considered and endorsed by the Modernisation Group on December 10th 2014.

Scrutiny of educational standards in individual schools has been acknowledged as needing to be strengthened. It was also a recommendation made by Estyn in their 2010 Inspection of the Council:

‘...to further refine and strengthen scrutiny arrangements.’

The capacity and capability of the Children, Young People and Education Scrutiny Committee to provide an effective role in service improvement is

developing. The Committee has a good level of awareness of the work of the education service and the performance of the Council's schools. Research in Wales recognised good practice was to establish a Member-led Schools Standards Monitoring Group which conducts detailed monitoring of schools standards outside of the formality of the committee system but with the outcomes of that monitoring being reported back to the relevant Scrutiny Committee. In this case, the Children, Young People and Education Scrutiny Committee and this is the first report to do so.

Executive Summary

In total, nine schools have presented to the Schools Standards Partnership Group (Alltwn Primary, Catwg Primary, Blaenbaglan Primary, The Federated Schools of the Upper Afan Valley, Tonnau Primary, Cefn Saeson Comprehensive, Ysgol Hendrefelin Special School, Llangatwg Comprehensive and Awel Y Mor Primary).

Representatives have included Head Teachers, Governors and pupils.

During the power point presentations received, common themes have occurred;

- Budget
- Safeguarding
- INCERTS and tracking systems
- Estyn Common Inspection Framework (attendance)
- Grants (Education Improvement Grant EIG and Pupil Deprivation Grant PDG)
- Paperwork overload and information requests
- HR (Human Resources) including recruitment, sickness, advice, training etc.
- School Development Plans (SDP or SIP)
- School Self Evaluations (SSE)

- Challenges of the new curriculum (including digital)
- End of Key Stage results and performance data (teacher assessment)
- Multi-Agency working (Child and Adolescent Mental Health Services-CAMHS etc.)
- Special Needs and Behaviour (Additional Learning Needs-ALN)
- Dealing with difficult people or situations (staff, parents, pupils etc.)

This in turn has lead onto opportunities for further training of Members by key officers;

- Budget (Julie Merrifield)
- Safeguarding (Amanda Hinton)
- INCERTS and tracking (Mike Daley)
- Estyn Common Inspection Framework (Mike Daley)
- Grants (Chris Millis)
- School Development Plans (Mike Daley and Chris Millis)
- School Self Evaluations (Mike Daley and Chris Millis)
- Special Needs and Behaviour (Haley Lervy)
- Attendance (Huw Roberts)
- HR (Carla Davies / Karen Holt)

These training sessions will occur in the second half of the academic year and will be open to all Members of the Schools Standards Partnership Group and the full Membership of the Children, Young People and Education Scrutiny Committee.

Background

Neath Port Talbot School Standards Partnership Group was set up in January 2015 as a working party to support the improvement of school standards. The Group gives Head-teachers and Chairs of Governors the opportunity to discuss the performance and standards of a school with Councillors and Senior Officers in a non-public forum in an informal and flexible manner.

Financial Impact

There are no financial implications.

Equality Impact Assessment

There is no requirement for an Equality Impact Assessment

Workforce Impacts

None

Legal Impacts

None

Risk Management

None

Consultation

There is no requirement under the Constitution for external consultation on this item.

Recommendations

That the progress of the work undertaken by the School Standards Partnership Group and training opportunities be noted.

Reasons for Proposed Decision

Matter for monitoring, no decision required.

Implementation of Decision

Matter for monitoring, no decision required.

Appendices

1. Power Point Presentation of key points

List of Background Papers

Establishment and Terms of Reference of Schools Standards Partnership Group.

<https://democracy.npt.gov.uk/documents/g600/Public%20reports%20pack%2014th-Jan-2015%2014.30%20Council.pdf?T=10>

Membership of the Schools Standards Partnership Group.

<https://democracy.npt.gov.uk/documents/b16618/Addendum%20Report%20of%20the%20Head%20of%20Corporate%20Strategy%20and%20Democratic%20Services%20re%20Schools%20Standards%20Monit.pdf?T=9>

Officer Contact

Chris Millis, Head of Participation.

Tel 01639 763226 Email, c.d.millis@npt.gov.uk

School Standards Support Group

Update

Terms of Reference for Group

Neath Port Talbot School Standards Support Group was set up in 2014 as a working party to support the improvement of school standards.

The Group gives Head-teachers and Chairs of Governors the opportunity to discuss the performance and standards of a school with Councillors and Senior Officers in a non-public forum in an informal and flexible manner.

Schools that have presented

1. Alltwn Primary
2. Catwg Primary
3. Blaenbaglan Primary
4. The Federated Schools of the Upper Afan Valley
5. Tonnau Primary
6. Cefn Saeson Comprehensive
7. Ysgol Hendrefelin Special School
8. *Llangatwg Comprehensive*
9. *Awel Y Mor Primary*

Common Themes

- Budget
- Safeguarding
- INCERTS
- Estyn Common Inspection Framework (attendance)
- Grants (EIG and PDG)
- Paperwork overload
- HR (Human Resources)
- School Development Plans (SDP or SIP)
- School Self Evaluations (SSE)
- Challenges of the new curriculum
- End of Key Stage results and performance data (teacher assessment)
- Multi Agency working (CAMHS etc.)
- Special Needs and Behaviour (ALN)

Training issues

- Budget (Julie Merrifield)
- Safeguarding (Amanda Hinton)
- INCERTS and tracking (Mike Daley)
- Estyn Common Inspection Framework (Mike Daley)
- Grants (Chris Millis)
- School Development Plans (Mike Daley and Chris Millis)
- School Self Evaluations (Mike Daley and Chris Millis)
- Special Needs and Behaviour (Haley Lervy)
- Attendance (Huw Roberts)
- HR (Carla Davies)

Next Steps

- What are the key lines of enquiry about their school?
- Are we asking the right questions?
- Standards?
- Teaching?
- Leadership?
- Do we have the balance right between support and challenge?
- What structure do you want for the next meeting?
E.g. 2 schools plus training or a pure training session

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CHILDREN, YOUNG PEOPLE AND EDUCATION SCRUTINY COMMITTEE

REPORT OF THE DIRECTOR OF SOCIAL SERVICES, HEALTH AND HOUSING – N. JARMAN

14 January 2016

MATTER FOR INFORMATION

WARDS AFFECTED: All

PROGRESS UPDATE ON MANAGING SITUATIONS AT HILLSIDE (YOUNG PEOPLE)

Purpose of Report

1. The purpose of this report is to update Members of the progress made in the review of the processes of managing incidents within Hillside. This will include the reporting of incidents to the police and safeguarding of young people.

Background

2. Hillside Secure Centre is a Secure Unit which is maintained by Neath Port Talbot County Borough Council and as such it is subject to the provisions of the Children Act 1989 and the guidance and regulations for residential care deriving from legislation. It is approved by the Care and Social Services Inspectorate for Wales for the purpose of restricting the liberty of children. The registered person is Mr. Nick Jarman.
3. All sanctions are in line with the Children's Homes (Wales) Regulations 2002 and the Guidance on Permissible Forms of Control in Children's Residential Care (Department of Health and Welsh Office 1993). All significant incidents are recorded in detail and copies sent to appropriate persons and available on site for

inspection purposes. This will include contact with the Police and Safeguarding of young people.

4. Previously at a meeting of this Committee, Members had sought clarification on the Centre's response and processes of managing incidents within the home. Members were informed that procedures were in place to safeguard young people and when necessary a process of reporting and contacting the police. However, it is acknowledged through our internal review, that there is a need to improve these processes to improve outcomes both for young people and employees within the provision.
5. The review of current processes and procedures has commenced and there is further work to be done to improve on current process. In particular, to further strengthen processes and practice through a joint protocol with external agencies. This would include South Wales Police as one of the partner agencies.
6. The protocol will need to be collaboratively developed and have a more comprehensive input from our partners across the various internal and external agencies. This protocol would acknowledge the good practice and professionalism of all agencies and staff working with children in care and would set out to:
 - Strike a balance between the rights and needs of children in residential homes, social care staff and the Local Authority.
 - Support and develop clearer processes for addressing offending incidents in residential homes.
 - Clarify the information required by the police and Crown Prosecution Service in considering prosecutions.
 - Emphasise the importance of regular and effective liaison between residential home staff and the local police.
 - Reinforce and extend the multi-agency links and commitment to reduce offending by children in care within Hillside.
 - Strengthen the use of alternative approaches in social care settings including the use of restorative practice in resolving conflict.
7. It is clear from the work to date that there was no clear protocol which existed between Hillside, South Wales Police and other external agencies which was inclusive of the aforementioned aims. Therefore, officers have embarked on a significant review of current processes

and procedures which will involve a thorough consultation process with external agencies to establish a more robust joint protocol.

8. The Centre Manager will report back to Committee at a later date with a Joint Protocol. This will further improve upon current practice and procedures that are currently in place.

Financial Impact

9. None

Recommendations

10. The report to be noted.

Reasons for Proposed Decision

11. Matter for information, no decision required.

Implementation of Decision

12. Matter for information, no decision required.

Officer Contact

13. Mark Lazarus
Manager, All Wales Secure Unit, Hillside Secure Centre
Telephone: 01639 641648
E-mail: m.lazarus@npt.gov.uk

14. Mr Nick Jarman
Director of Social Services, Health & Housing
Tel: 01639 763279
E-mail: n.jarman@npt.gov.uk

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