



EDUCATION SKILLS AND CULTURE SCRUTINY COMMITTEE

2.00 pm THURSDAY, 12 SEPTEMBER 2019

COUNCIL CHAMBER - PORT TALBOT CIVIC CENTRE

PART 1

1. Declarations of Interest
2. Minutes of Previous Meetings (*Pages 3 - 14*)

To scrutinise information and monitoring issues being reported by:

3. Additional Learning Needs Reform (*Pages 15 - 32*)
Report of the Head of Transformation
4. To select appropriate items from the Cabinet Board Agenda for pre-scrutiny (Cabinet Board reports enclosed for Scrutiny Members).
5. Forward Work Programme 2019/20 (*Pages 33 - 36*)
6. Urgent Items
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, 6 September 2019

Committee Membership:

Chairperson: Councillor S.H.Reynolds

Vice Chairperson: Councillor R.Mizen

Councillors: M.Crowley, S. ap Dafydd, S.Harris, J.Jones, D.Keogh, S.Miller, J.D.Morgan, R.Phillips, M.Protheroe, S.Renkes, A.J.Richards, D.Whitelock and J.Hale

***Co-opted Voting Members** M.Caddick, A. Amor and L.Newman

***Co-opted Non Voting Members** R.De Benedictis

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.*

EDUCATION SKILLS AND CULTURE SCRUTINY COMMITTEE

(Council Chamber - Port Talbot Civic Centre)

Members Present:

6 June 2019

Chairperson: Councillor S.H.Reynolds

Vice Chairperson: Councillor R.Mizen

Councillors: M.Crowley, S. ap Dafydd, S.Harris, S.K.Hunt, D.Keogh, S.Miller, J.D.Morgan, R.Phillips, S.Renkes and D.Whitelock

Co-opted Voting Members: M.Caddick and L.Newman

Officers In Attendance C.Millis, C.Griffiths, D.Griffiths, S.James, W.Curtis, D.Holder, S.Wright, S.Curran and J.Woodman-Ralph

Invitees: Councillors A.R.Lockyer and P.A.Rees (Cabinet Members)

1. **DECLARATIONS OF INTEREST**

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

Cllr. P.Rees Re: Report of the Head of Participation re the Draft Home to School Travel Policy 2020 as he has grandchildren who attend Welsh Medium Education.

Cllr. D. Whitelock Re: Report of the Head of Participation re the Draft Home to School Travel Policy 2020 as he has grandchildren who use the service.

M. Caddick Re; Report of the Head of Participation re the Draft Home to School Travel Policy 2020 as she has grandchildren who use the service.

2. MINUTES OF PREVIOUS MEETING

That the minutes of the 29 November 2018 be approved subject to the addition of M. Caddick, Co-opted Member, to the attendance for that meeting.

That the minutes of the 11 April 2019 be approved subject to the following two amendments:

- That L.Newman, Co-opted Member, be added to the attendance for that meeting and
- In Declarations of Interest M.Caddick she is Governor of St Joseph Primary School and not St Joseph Comprehensive School as detailed in the circulated report.

(a) Afan Forest Park - Car Parking Charges

Members received an update on the impact of the increased car parking charges at Afan Forest Park as detailed in the circulated report.

Members asked how ad hoc enforcement was going to reduce the number of offenders when nearly half of the vehicles recorded entering the car park did not pay. It was explained that the data collected did not take into 45 season permit holders which included tenants and council staff but confirmed there was a number of vehicles not paying for parking and that the ad hoc enforcement would target key areas which should result in a reduction in offenders.

Discussion took place on the feedback received from tenants of the businesses within the park. Some negative impacts had been received but more data needed to be collected to enable the effects to be measured.

Members noted the report.

3. **GNOLL PARK**

The Committee received information on the impact on the increased charges as part of the Forward Financial Plan 18/19 at Gnoll Park as detailed in the circulated report.

Concern was expressed at the funfair being allowed to sell food at the detriment of the café sales during fun days. It was explained that discussions had taken place with the proprietors of the fun fair and they had agreed to pay an additional £1,000 on their licence agreement which runs until September 2020. In addition, the café continues to be well frequented and as a result it would be difficult to identify a detrimental effect on sales as a result of the fun fair providing food.

Clarification was given that the lower parking area that is used by some visitors to Gnoll Park was additional disabled parking to the disabled parking in the car park at the Visitors Centre, Gnoll Park.

Discussion took place on the numbers of visitors to the Park and how these figures do not include dog walkers, or walkers who do not enter the visitors centre because the counter was at the entrance to the centre.

Discussion took place on the appointment of a consultant who would work with the Tourism Team to develop a plan to encourage visitors to the park and would encompass all areas of the park to increase income. In addition, promoting the area to a wide an audience as possible would also be included. Consultations would also take place with partners and the Gnoll Friendship Group.

It was queried whether the Consultant and the Tourism Team would be involving Members in their discussions. It was explained that Tourism falls under the remit of the Regeneration and Sustainable Development Cabinet Board/Scrutiny Committee (RSDSC) so they would have responsibilities to look at the Tourism element but that Gnoll Park falls under Education, Skills and Leisure Cabinet Board, Culture and Leisure Sub Committee (C&LSC). Members asked that a Joint Committee be arranged with the Culture & Leisure Sub Committee and (RSDSC) to consider the outcomes of the work of the Consultant and the Tourism Team.

Members noted the report and asked that when progress has been made a Joint Committee be arranged with the Culture & Leisure Sub Committee and (RSDSC) to consider proposals/outcomes.

4. **PRE-DECISION SCRUTINY**

The Committee chose to scrutinise the following Cabinet Board Items:

Draft Home to School Travel Policy 2020

Members received an overview of the public consultation exercise in respect of the proposed draft Home to School Travel Policy 2020. The 2020 policy updates and revises the existing Home to School Travel Policy 2017 as detailed in the circulated report.

Confirmation was given that the post 16 travel had not changed from the current position that no free transport was provided. Spare seats were offered if available, but this cost was being consulted upon to increase from £100 to £390 per annum.

It was explained that the family or financial circumstances were not part of the criteria for eligibility for free school transport. In addition, the cost of spare seats was not subject to any means testing process, if spare seats were available all pupils could access them at the proposed cost of £390 per annum, £130 per term, this would result in all spare seats having the same value, a proposed £390 per annum.

In response to Members queries the policy applies to the nearest Welsh language schools as it does to English speaking schools. If parental choice is for attendance at a Welsh school they would access free transport to the nearest Welsh school, if statutory school age and the distance criteria met, as long as it was the nearest Welsh school.

Members highlighted that some parents would prefer to enrol their child into a pre-school place that the child could continue to receive education in at school age. Officers explained that pre-school aged children were not eligible to access free school transport it was parental choice and it was not a statutory provision but they could access spare seats if they were available at the same cost as all children, pro rata if attending a half day, for example, Nursery.

It was explained that the numbers of buses/vehicles purchased for school transport are based on the numbers of children on admission and spare seats only come available if those seats are not allocated/used no additional seats are purchased for spare seats.

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

Play Sufficiency Assessment 2019

The Committee received an overview of the implementation of an action plan developed from the Neath Port Talbot (NPT) Play Sufficiency Assessment as detailed in the circulated report.

Members queried if there were any plans to develop a Play Association in Port Talbot. It was explained that this would be classed as a weakness and identified in the action plan as an area for improvement. The action plan is measured annually against the 3 year Play Sufficiency Assessment 2019 – 2022 to ensure that the aims are being met.

Clarification was given that the pilot scheme looking at lunchtime supervisors being trained as play workers was ensuring that the existing lunchtime supervisors could engage with the children they are currently supervising to make play more interesting. Eleven schools had registered for the training to date which would be evaluated a month after the training. Funding streams were available if necessary to fund training and the final model selected after evaluation has taken place. Members asked for a list of schools who have registered to participate in the scheme be circulated for information.

In response to Members queries the assessment does take into account parks that are owned by Town and Community Councils and they are invited to stakeholder events. In addition, all parks are ranked on how each park promotes play and are supported in developing further play activities.

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

5. **FORWARD WORK PROGRAMME 2018/19**

Members to consider what areas they would like to focus on over the next 12 months in readiness for the work programme meeting. Date of the Social Care, Health and Wellbeing Scrutiny Meeting (Work Programme) to be circulated.

CHAIRPERSON

EDUCATION SKILLS AND CULTURE SCRUTINY COMMITTEE

(Council Chamber - Port Talbot Civic Centre)

Members Present:

4 July 2019

Chairperson: Councillor S.H.Reynolds

Vice Chairperson: Councillor R.Mizen

Councillors: M.Crowley, S. ap Dafydd, S.Harris, S.K.Hunt, H.Jones, D.Keogh, J.D.Morgan, M.Protheroe, S.Renkes, A.J.Richards and D.Whitelock

Co-opted Voting Members: A.Amor

Officers In Attendance C.Millis, A.Thomas, R. Crowhurst, P.Cunard, W.John, S.Curran and J.Woodman-Ralph

Invitees: Councillors
P.A.Rees, E.V.Latham (Cabinet Members)

A.L.Thomas and C.Galsworthy

1. **MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting 6 June 2019 were not attached to the circulated papers for today's meeting. These would be included in the papers for the September meeting.

2. **PROMOTING HEALTHY LIVING AMONG PUPILS AT NEATH PORT TALBOT SCHOOLS TASK AND FINISH GROUP**

The Committee received an overview of the outcomes of the Promoting Healthy Living among Pupils at Neath Port Talbot Schools Task and Finish Group as detailed in the circulated report.

Discussion took place on the positive practices that already exist in Neath Port Talbot schools in regard to promoting healthy eating and

the need to work with partners to build on these and develop further by the Council bringing all the agencies together rather than tackling the issue on an individual basis.

Members were pleased with the report of the Task and Finish Group and the recommendations contained within the report but were concerned at the additional financial pressure on schools.

Members felt it was essential that the development and promotion of health and wellbeing training was undertaken with school governors and should include the Healthy Schools Scheme and Healthy Eating in Schools Regulations. In addition, the message needed to be promoted with parents to ensure a consistent approach.

Discussion took place on the initiative looking at providing healthy meals and physical activities during school summer holidays to support deprived areas. Chair of Education, Skills and Culture Scrutiny Committee to write to Kirsty Williams, Minister of Education, Welsh Government identifying the Committees views on the scheme.

Members thanked the Task and Finish Group and the Democratic Services Officers who had supported the Task and Finish Group in their work.

The Committee was supportive of the report and recommendations and asked that the Education, Skills and Leisure Cabinet Board considers the report and recommendations at a future meeting.

3. **PRE-SCRUTINY**

The Committee chose to scrutinise the following Cabinet Board items:

Strategic School Improvement Programme (SSIP) – Proposal to amend the Council's 21st Century Schools Capital Funding Programme Band B Projects to include a Scheme for a New Special School.

Members received an overview of the Strategic School Improvement Programme (SSIP) – Proposal to amend the Council's 21st Century Schools Capital Funding Programme Band B Projects to include a Scheme for a New Special School as detailed in the circulated report.

It was explained that the proposal was at the initial stage of writing to the Welsh Government asking for the inclusion of a new 7 – 16 special school for pupils with social, emotional and behavioural difficulties into Band B of the SSIP. Details of the proposal would be developed after a decision had been received from Welsh Government.

Discussion took place on the need to develop a bespoke provision for children with social, emotional and behavioural needs. Currently, support has been developed across the authority in both primary and secondary schools but additional places had been identified by professionals across the area.

In addition, the development of a new build special school would address some of the aspects of the Additional Learning Needs and Education Tribunal (Wales) Act 2018.

Members asked why the proposal did not include children with Attention Deficit Hyperactivity Disorder (ADHD). Officers explained that Neath Port Talbot has a number of support specialist provisions available for ADHD. In addition, under the Additional Learning Needs and Education Tribunal (Wales) Act 2018 schools are required to provide the necessary support to enable children with learning needs to attend mainstream education.

Confirmation was given that the numbers of places in the new build special provision would be finalised after the outcome of proposal to add the school to Band B had been received from Welsh Government. A report would be brought to a future meeting of Education, Skills and Culture Cabinet Board containing the detail of the new build.

Discussion took place on the number of children who receive their specialist educational needs out of county. It was explained that Officers would circulate the exact figures to the Committee. The figures were very low as the authority's policy was to educate all children in mainstream schools which was also a requirement of the Additional Learning Needs and Education Tribunal (Wales) Act 2018.

Attention was drawn to the Integrated Impact Assessment and why the language designation of the new school had not been designed. It was explained that as previously discussed the detail of the new build would be developed after the proposal had been agreed by

Welsh Government and a detailed report would be brought for members' consideration.

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

Quarterly Performance Management Data 2018 – 19 Full Year Performance (1 April 2018 – 31 March 2019)

Members received the full year performance management data 2018 – 2019 (1 April 2018 – 31 March 2019) as detailed in the circulated report.

Concern was expressed that the Flying Start provision funding was allocated by Welsh Government on postcodes of areas of deprivation. Discussion took place on the anomalies of this formula as some families who were not living in the identified area were economically disadvantaged and needed to be able to access Flying Start.

It was queried whether younger children could access services provided by the Youth Service. It was explained that only young people 11+ can access the provision.

Clarification was given that 21 of final statements of special educational needs were issued within 26 weeks which was not 100%. This was due to parents/carers not agreeing with the draft statement.

In addition, Members asked for the numbers of children waiting for statements of special educational needs. Officers explained that the data only included national indicators that are a requirement of the Welsh Government but that the information would be circulated to Members separately.

Members were pleased with the improvement in the numbers of children participating in sporting activities.

In addition, Members asked what the reason was for the number of full day childcare places not being reached. Officers explained that work was progressing to achieve the target but was dependant on the number of childcare places available with private providers.

Discussion took place on the Communities for Work programme and the difficulty that some participants living in Valley Communities experience when accessing their mentor as part of the Employability

Programme due to lack of transport available. Officer explained that liaison does take place with the voluntary sector to access any available transport provision but it was an issue in these areas.

Following Scrutiny, the report was noted.

4. **FORWARD WORK PROGRAMME 2019/20**

It was explained that Members had met to discuss items they would like to consider in future. These would be added to the Forward Work Programme and brought to the next meeting for Members' consideration.

CHAIRPERSON

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Scrutiny Committee

12th September, 2019

Report of the Head of Transformation Andrew Thomas

Matter for information

Wards Affected: All

Additional Learning Needs Reform

Purpose of the Report

- To provide Members with further information in relation to new legislation and statutory guidance for learners with Additional Learning Needs (ALN).
- To provide Members with information and progress in relation to the ALN Transformation Programme.

Executive Summary

Members have previously received a report which set out Welsh Government's objectives for transformation from the current system for children and young people with Special Educational Needs (SEN) of statutory schools age, to a unified system for supporting learners from 0 to 25 years of age with ALN. The report provided Members with an overview of the Additional Learning Needs and Education Tribunal (Wales) Act (ALNET), an overview of the draft Code of Practice for ALN and the wider implications for local authorities in implementing the transformation programme.

This report will provide an update on activity and timescales in relation to the new legislation, the local authority's Local Implementation Plan (LIP) and the progress and challenges to date.

Background

The ALNET Bill was passed by the National Assembly for Wales in December 2017 and became an Act in January 2018 after receiving Royal Assent. The Act creates the legislative framework for a change in the delivery of ALN provision. The Act and further legislation will have a significant impact on local authorities, schools and other agencies and services, increasing statutory responsibilities for both a wider age range (0-25) and through creating a single statutory plan to replace current statutory and non-statutory plans.

The Welsh Government consultation on the new draft Additional Learning Needs Code closed in March 2019. A response to the consultation has been published and it is anticipated that the final Code will be published in January 2020.

The new legislation will be implemented from September 2020, with the phased introduction of Individual Development Plans (IDPs) to replace all statutory and non-statutory plans. LAs are currently preparing for a period of transformation from 2020 to 2023. During this time there will be a requirement to work within two legal systems. The current system will be phased out entirely by 2023.

Members have received a report on the Local Implementation Plan (LIP) for 2018 – 2019. The Inclusion Service has made the expected progress in all areas against this plan. This has included:

- The implementation of a range of awareness raising activities with key stakeholders including school staff, parents/ carers, social services, Swansea Bay Health Board and colleagues within the wider Education, Leisure and Lifelong Learning Services (ELLS) directorate.
- Collaborative working with the University of Trinity St David's to develop and deliver a Graduate Certificate in ALN, which is offered to staff within specialist provisions and Additional Learning Needs Coordinators (ALNCOs).

- The provision of appropriate Continuing Professional Development (CPD) opportunities for LA specialist staff, in order to ensure there is a highly skilled, sustainable workforce within NPT that is able to meet the needs of all learners with ALN.
- The accreditation of four Inclusion Service staff members as trainers in Person Centred Practice (PCP).
- The development and delivery of a rolling programme of PCP training, which is available in a range of formats to suit the requirements of different audiences.
- The identification of a PCP champion within each cluster to enhance the support available to school staff and assist the LA in quality assurance.
- The appointment of an Early Years ALN Development Officer to assist the LA in its preparation for reform.
- The implementation of a range of initiatives to strengthen parent partnership, including termly drop in advice sessions with senior Inclusion Service officers and high quality training packages i.e. Embracing Autism and ELKLAN.

The Local Authority (LA) Inclusion Service has produced a LIP for 2019-2020 which sets out actions and timescales and will include of allocation of grant funding once confirmed, in order to plan, monitor and review our progress in readiness for reform.

The Inclusion service is currently working through each priority area on a regional and local level. The Inclusion Service is the regional lead for Pupil Parent Partnership. A multi-agency ALNET Steering Group for Neath Port Talbot has been established to consult with and monitor progress and a readiness survey is being completed with schools.

Recommendations

That Members note the content of this report and the information provided in the verbal update.

Appendices

Local Implementation Plan

Officer Contact

Andrew Thomas Head of Transformation

Hayley Lervy Co-ordinator for Inclusion

h.lervy@npt.gov.uk Tel: 01639 763226

Neath Port Talbot Inclusion Service
Local Implementation Plan

2019 –2020

Neath Port Talbot Local Authority Additional Learning Needs and Education Tribunal (ALNET) Local Implementation Plan

This Local Implementation Plan forms part of a developing three year plan, in which Neath Port Talbot Local Authority Inclusion Service sets out its programme of work and key priorities in preparing for ALN reform.

The priorities outlined in this plan are closely aligned to local authority plans, the Inclusion Service Business Plan, individual service report cards and wider educational reforms.

All priorities identified within this plan will be delivered in partnership with key stakeholders and services, while many of the priorities will be delivered in collaboration with regional partners.

The plan is funded, in part, by the Transformation Grant and through additional funding and resources from NPT's core budget.

Neath Port Talbot is committed to working in close partnership with professionals, children, young people, parent, carers and wider services to ensure that the local authority is prepared for changes in legislation and is adhering to Welsh Government timescales.

This plan will be monitored by elected members, the Director of Education, the Co-ordinator for Inclusion and the LA's ALNET Steering Group.

Priority 1- Awareness Raising				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Arrange/ facilitate awareness raising sessions/ events to ensure all stakeholders have a clear and consistent understanding of the requirements of the Act, ALN Code and regulations, including the duties placed on LAs, schools, further education colleges and local health boards.	WG Elected members SMT/ Co-ordinator for Inclusion Inclusion Service staff Head Teachers Governing Bodies ALNCos Specialist teaching staff School staff Early Years providers Post 16 providers FE NPTC Health CAs CVS CYPS Directorate staff (ELLS) Legal services ALNET Steering group	All stakeholders have a clear and consistent understanding of the requirements of the Act and Code.	Ongoing	Officer time Venue hire-
Advise practitioners, Elected Members and Governing Bodies when Tier 1 and 4 online training becomes available.	As above.	All practitioners to have completed training.	From January 2020	Officer time

Engage with Parents/ Carers to raise awareness of Act's requirements.	Schools Inclusion staff Parents/ Carers	Parents/ Carers are aware of new legislation.	Ongoing	Officer time Venue hire-
Provide schools with a framework to support them in self-evaluating their readiness for reform.	Inclusion staff Schools Challenge Advisors		From June 2018	Officer time
Update Inclusion Service website, as and when needed, to ensure the most up to date information on ALN reform is available.	Inclusion officers IT officers	Useful, up to date information is available.	Ongoing	Officer time
				Total-

Priority 2- Workforce Development				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Ensure specialist service and school staff have appropriate CPD opportunities identified through PDRs.	Accountable managers Inclusion Officers Wider LA services Health HE Other outside training providers School staff	Schools have robust processes in place to ensure staff are engaged in CPD for ALN on an ongoing basis.	Ongoing	Course fees
To continue to effectively engage with other LAs and Health to secure the development and delivery of a multi-agency training plan for the region.	Regional Leads.	Effective/ efficient planning and sharing of good practice, to maximise resources.	Ongoing	Officer time
Delivery of Graduate Certificate in ALN to new cohort of specialist provision staff and ALNCos.	Inclusion officers Health colleagues Trinity of St David's University School staff	Specialist provision staff/ ALNCos are supported to develop their knowledge and understanding of a range of ALN.	Ongoing	Officer time 5 days
Contribute to the professional learning offer for ALNCos.	Inclusion Officers Regional Leads WG	ALNCos are supported to develop their leadership skills, knowledge and understanding.	Ongoing	Officer time 5 days
				Total-

Priority 3- IDP & PCP				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Work with regional colleagues to agree a regional IDP template.	Regional Leads Inclusion officers in each LA	Regional IDP template agreed.	By September 2020	Officer time
Develop a national/ regional graduated response and criteria for IDPs that are maintained by the LA.	Regional Leads Inclusion officers in each LA WG	National/ regional graduated response agreed.	By September 2020	Officer time (costings to be determined)
Appoint an IDP officer with responsibility for conversion of Statements to IDPs in line with WG's timeline.	SMT/ Co-ordinator for Inclusion	LA is prepared for the convergence of Statements to IDPs.	By December 2019	Core budget
Ensure all schools are aware of WG's timeline for conversion.	Inclusion officers	All schools are prepared for the convergence of IEPs to IDPs.	Ongoing	Officer time
To work collaboratively with Helen Sanderson Associates (HSA) to develop training in writing person centred outcomes.	HSA PCP trainers. School staff	School staff are supported in writing high quality person centred outcomes on IDPs.	By August 2019	HSA- Officer time
Train 4 additional LA officers to be accredited PCP trainers.	HSA Identified Inclusion officers	Sustainable support for schools in implementing PCP.	By March 2020	HSA & venue hire-
Review use of PCP across Inclusion services.	Co-ordinator for Inclusion PCP trainers	Every service to have embedded PCP principles.	By September 2020	Officer time

	Accountable managers Inclusion officers			
Implement systems to quality assure work around PCP.	HSA PCP trainers Inclusion officers Regional colleagues	Effective systems in place, including a PCP champion in each cluster.	By October 2019	HSA-
				Total-

Priority 4- Early Years				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
EY ALN Development officer to continue in post.		Effective and efficient communication between LA, Early Years settings and other key stakeholders.		Salary of EY ALN Development Officer
Awareness raising in relation to EY aspects of ALN Reform for parents.	EY ALN Development Officer SAN Parent Group SNAP Schools HVs	Parents will have access to updated ALN Reform information.	September 2019	
Create and implement a comprehensive ALN EY training programme which all EY providers, including pre-school settings, FS and schools can access. This will include PCP approaches and on-line training.	EY ALN Development Officer EY EP Inclusion Service staff EY settings Health EY Childcare Team LA PCP Trainers	All providers will have access to consistent and high quality training from specialist staff.	September 2019	

Establish links with NPT College in terms of childcare courses, with a view to LA staff delivering an ALN component in the course.	EY ALN Development Officer EY EP NPT College Inclusion Service staff	All childcare courses in NPT College will have an ALN component.	October 2019	
Establish clear and consistent communication systems for sharing information between Health, Education and Children's Services.	EY ALN Development Officer LA Data Systems Officer LA SMT Health (DECLO) Portage Childcare Disability Team	There will be clear and consistent communication systems in place.	July 2020	
Scope the advice, support and guidance available to EY settings from EY specialists, including EY specialists of ALN.	EY ALN Development Officer EY settings EY EP Wider LA services	NPT will have a comprehensive provision map outlining the ALN services available for EYs settings / childcare providers.	October 2019	
Coordinate NPT EY referral pathways panels and funding streams.	EY ALN Development Officer EY settings EY EP Health EY Childcare Group	There will be a coordinated consistent approach to the identification and provision for EY ALN children in NPT.	July 2020	
Identify a minimum training requirement for EY staff in collaboration with regional partners and to begin planning for delivery.	Regional Inclusion Leads EY ALN Development Officer Transformation Lead Pembrokeshire LA CIW	There is a minimum training requirement for all EY childcare staff across the region.	Ongoing	

To embed a consistent PCP transition approach across NPT.	EY ALN Development Officer EY settings EY EP Health EY Childcare Group Schools Health	There will be a clear and consistent PCP transition plan in place for children in EYs settings transitioning to schools. This will include FS and non FS EY settings to school.	Dec 2019	
NPT Health Visitors will have access to ALN information from Inclusion Service staff.	EY ALN Development Officer FS staff Health Visitors Schools	All Health Visitors will be able to provide accurate and clear advice to parents in relation to LA systems and schools.	Dec 2019	
All EY settings will be accredited with ASDinfoWales.	FS Teams EY providers Senior EP EY EP FS EPs EY Development Officer EY Childcare Team ASDinfoWales	All childcare providers will have a greater awareness of ASD and how to meet the needs of children in their setting with ASD.	March 2020	
				Total-

Priority 5- Post 16				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Work collaboratively with post 16 colleagues to support the outputs identified in the Regional Implementation Plan.	Inclusion officers Post 16 colleagues Regional partners (particularly Powys)	Strengthened relationships with post 16 colleagues and robust transition arrangements in place.	Ongoing	Officer time
				Total-

Priority 6- Pupil and Parent Partnership				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Review current pupil and parent partnership systems/ structures, in order to ensure there is a key point of contact and effective early disagreement resolution procedures in place.	Parents and CYP Schools Independent Advocacy service Children's Rights Unit	Reduction in appeals to SENTW and strong partnership working with Parents/ Carers using a Person Centred approach.	By January 2020	Officer time Core budget
Ensure complaints and compliments regarding ALN provision are effectively recorded, monitored and reviewed.	Schools Parents CYP SNAP SFST ALNST Data unit Health/ DECLo	A clear understanding of strengths and areas for improvement is achieved, in order to strengthen and improve service delivery.	By March 2020	Officer time
Effective collaboration and communication with Supporting Additional Needs (SAN) parent/ carer group to ensure formal engagement and consultation.	SAN parent/ carer group Inclusion offices.	Parents/ Carers are supported to formally engage in shaping service delivery.	Ongoing	Officer time
Develop training package to support LA and School staff in managing and	Inclusion Officers School staff	LA and School staff have skills needed to manage and communicate difficult	By October 2020	Officer time Resources, professional fees, venue hire

communicating difficult decisions, and dispute resolution.	Outside training providers - Holus	decisions, and resolve disputes at an early stage.		
Develop a training menu for Parents/ Carers of children and young people with ALN, which will be available via the Inclusion Service website and social media platforms.	Inclusion Officers	Training menu available for Parents/ Carers of children and young people with ALN, to develop their knowledge and understanding and provide strategies for support.	By October 2020	Officer time
Ensure there is appropriate information available to Parents/ Carers through a range of media regarding local ALN services and provision.	Inclusion Officers IT officers LA Communication department ELRS	Appropriate information is available to Parents/ Carers through a range of media regarding ALN support services and provision.	By September 2020	Officer time
				Total-

Integrated Theme - School Improvement				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Evaluation of learner progress, provision and leadership of ALN to be captured in core visit records for each school.	Challenge Advisors Inclusion officers NPT and Ceredigion	ALN features more prominently in discussions between Challenge Advisors and schools.	From September 2019	Officer time

Review systems between Inclusion Services and Challenge Advisors to ensure effective communication and collaboration in relation to ALN standards, provision and leadership.	Challenge Advisors Inclusion officers NPT and Ceredigion	Clear, strengthened systems of communication and collaboration are embedded. Calendar of joint visits in place.	By October 2019	Officer time
Implement a collaborative programme of review of specialist provisions in LA.	Inclusion officers Challenge Advisors	A rolling programme of activity/ review implemented.	By September 2020	Officer time
Arrangements to be made to ensure all Inclusion officers are kept abreast of Education Reform.	Inclusion officers Challenge Advisors	Inclusion officers have a deeper understanding of wider Education Reform.	By September 2020	Officer time
Review LA provision mapping tool developed by Carmarthen and explore whether it will work with current systems in NPT, in collaboration with Swansea,	Inclusion officers Data unit Challenge Advisors Swansea LA	Effective provision map in place at a LA and school level.	By March 2020	Officer time
				Total-

Integrated Theme – Effective Practice				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Work with regional partners to develop a peer review	Regional leads.	Regionally agreed framework for peer review,		Officer time

framework for practices in relation to ALN. Identify peer reviewers from each LA.		which promotes the sharing of effective practice. Peer reviewers identified.		
Contribute to the sharing of best practice via a regional digital platform.		Effective practices identified and shared.		Officer time
Secondment of primary and secondary ALNCos to provide support to mainstream schools in evaluating and developing ALN provision.	Identified ALNCos	Effective self-evaluation of ALN provision and the identification of areas for development.	Ongoing	Secondment of staff
				Total-

Integrated Theme - Bilingualism				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Analysis of data relating to learners with ALN in Welsh medium settings, in order to inform future training needs and provision.	Data unit SSIP team Inclusion officers Representatives from PENTAN	Provision meets the needs of learners with ALN in Welsh medium settings.	September 2019	Officer time
Set up a working party to evaluate current practice within Welsh medium settings.	Inclusion officers Challenge Advisors Representatives from PENTAN	Identification of areas of strength and development, to inform future planning and provision.	September 2019	Officer time

Explore models of practice within other LAs for providing for learners with more complex needs in Welsh medium settings.	Inclusion officers Regional colleagues	Effective practice identified.	October 2019	Officer time
				Total-

Integrated Theme - Health				
Actions	Collaboration	Expected Outcomes	Timescales	Costings
Establish clear lines of communication between DECLO and lead Inclusion officers.		Scheduled meetings in place.	By February 2020	Officer time
Support Health Board in implementing PCP through ongoing training offer.		That Health Board are sufficiently aligned to PCP and are supported to meet the requirements of ALNET.	Ongoing	Officer time
				Total

**Education, Skills and Culture Cabinet Scrutiny Committee
Forward Work Programme 2019/20**

Date of Meeting	Agenda Item	Officer
6 June 2019	Afan Forest Park monitoring report on the impact that the changes may have had on the existing businesses	
	Gnoll Park monitoring report on the effect and income from the decision to increase charges (including information on the Gnoll park business plan and any updates)	
4 July 2019	Report from Task and Finish Group on Promoting Healthy Living amongst NPT Pupils	Chair of T&F
12 Sept 2019	Update on Additional Learning needs Reform	Andrew Thomas/ Hayley Lurvey

	Report on how the Educational Welfare Officers combat persistent absenteeism be included in Pupil Attendance Update (included in cabinet board papers for 12 September)	John Burge / Andrew Thomas
24 October 2019	Report on what vacancies there are in each school and the amount of children who haven't had their first choice of school	John Burge
	ERW Scrutiny Councillor Group Minutes for information	Charlotte Davies
12 December 2019	Update report on MEAS, MEAG and TES	Chris Millis
	Update on the Music Service – Sustainability as the grant is only available for 2 years.	Chris Millis
	Comparative Data on Boys achievements in Schools	Chris Millis
23 January 2020	Update on Pupil Voice/ Youth Council	Jason Heaney and Chris Millis
	Report on how the Unicef Rights Respecting Awards was embedded in the day to day running of schools within Neath Port Talbot.	Andrew Thomas

5 March 2020	Report on the results of the combating poverty pilot (presentation)	Aled Evans
	ERW Scrutiny Councillor Group Minutes for information	Charlotte Davies
23 April 2020	Feminine Hygiene Grant – Update Report	Andrew Thomas
	30 hour childcare – update report relating to the corporate plan	Chris Millis
	Performance report on Modern Foreign Language and comparative data on boys achievements in Schools (included in the Annual Pupil Performance Data Cabinet Board Report)	Chris Millis

Items to be programmed in for future meetings

- Site visits to Bae Baglan and Bro Dur (Mike Daley)

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