



BWRDD ADDYSG, SGILIAU A DIWYLLIANT Y CABINET

*I ddilyn y Pwyllgor Craffu'n syth
DYDD IAU, 12 MEDI 2019,*

SIAMBR Y CYNGOR – CANOLFAN DDINESIG PORT TALBOT

1. Periodi cadeirydd
2. Datganiadau o fudd
3. Cofnodion y Cyfarfod Blaenorol (*Tudalennau 3 - 6*)
4. Blaenraglen Waith 2018-19 (*Tudalennau 7 - 10*)
5. Data Rheoli Perfformiad Chwarterol 2019-2020 - Perfformiad Chwarter 1 (1 Ebrill 2019 - 30 Mehefin 2019) (*Tudalennau 11 - 22*)
Adroddiad gan Bennaeth Cyfranogiad
6. Rhaglen Strategol Gwella Ysgolion - Cynnig i sefydlu darpariaeth arbenigol i ddisgyblion oed uwchradd ag Anhwylder y Sbectrwm Awtistig (ASA) (*Tudalennau 23 - 46*)
Adroddiad gan y Pennaeth Trawsnewid
7. Y diweddaraf ar bresenoldeb disgyblion (*Tudalennau 47 - 54*)
Adroddiad gan y Pennaeth Trawsnewid
8. Diwygio Llywodraethu Ysgolion: Fframwaith Rheoleiddio; Ymateb Llywodraeth Cymru (*Tudalennau 55 - 60*)
Adroddiad gan y Pennaeth Trawsnewid
9. Cynllun Busnes Pontardawe - Diweddariad (*Tudalennau 61 - 76*)

Adroddiad gan y Pennaeth Trawsnewid

10. Nofio am Ddim Llywodraeth Cymru (*Tudalennau 77 - 90*)
Adroddiad gan y Pennaeth Trawsnewid
11. Eitemau brys
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl disgrisiwn y Cadeirydd yn unol ag Offeryn Statudol 2001 Rhif 2290 (fel y'l diwygiwyd)

S.Phillips
Prif Weithredwr

**Canolfan Ddinesig,
Port Talbot**

6 Medi, 2019

Aelodau'r Cabinet:

Cyngowyr: A.R.Lockyer a P.A.Rees

Nodiadau:

- (1) *Os nad yw unrhyw aelod o Fwrdd y Cabinet yn gallu bad yn bresennol, gall unrhyw aelod arall o'r Cabinet gyflenwi fel aelod etholiadol ar y pwyllgor. Gofynnir i'r aelodau wneud y trefniadau hyn yn uniongyrchol ac yna i hysbysu is adran y pwyllgor..*
- (2) *Ystyrir barn y Pwyllgor Craffu blaenorol wrth wneud penderfyniadau (proses craffu cyn penderfynu)*

EXECUTIVE DECISION RECORD

4 JULY 2019

EDUCATION, SKILLS AND CULTURE CABINET BOARD

Cabinet Members:

Councillors: P.A.Rees (Chairperson) and E.V.Latham

Officers in Attendance

A.Thomas, S.Curran and J.Woodman-Ralph

Invitees:

Councillors: S.Reynolds (Scrutiny Chairperson)
R.Mizen (Scrutiny Vice Chairperson)

1. **APPOINTMENT OF CHAIRPERSON**

Agreed that Councillor P.A.Rees be appointed Chairperson for the meeting.

2. **MINUTES OF PREVIOUS MEETING**

Decision:

That the minutes of the meeting held on 11 April 2019 be approved.

3. **STRATEGIC SCHOOL IMPROVEMENT PROGRAMME**

Decision:

That a request be forwarded to Welsh Government for the inclusion in Band B of the Strategic School Improvement programme a new built special school.

Reason for Decision:

To enable the Council to progress the development and submission of an additional scheme in the Council's Band B Strategic Outline Programme.

Implementation of Decision:

The decision will be implemented after the three day call in period.

4. **CYMER AFAN COMPREHENSIVE SCHOOL - STAND-ALONE SPORTS HALL**

Decisions:

1. That the standalone Sports Hall building situated within the grounds of Cymer Afan Primary School be declared surplus to the ongoing operational requirements of the Education, Leisure and Lifelong Learning Service.
2. That the Head of Property and Regeneration commence negotiations with a local fitness group on a potential lease (subject to a separate report being taken to the Regeneration and Sustainable Development Cabinet Board).

Reasons for Decisions:

To enable the Council to declare the stand-alone Sports Hall building situated within the grounds of Cymer Afan Primary School as being surplus to the ongoing operational requirements of the Education, Leisure and Lifelong Learning Service thus enabling the Head of Property and Regeneration to commence negotiations with a local fitness group on a potential lease (subject to a separate report being taken to the Regeneration and Sustainable Development Cabinet Board).

Implementation of Decisions:

The decisions will be implemented after the 3 day call in period.

5. **PROPOSED RELOCATION OF SKEWEN LIBRARY**

Decisions:

1. That approval be granted to enter into negotiations with Coedffranc Town Council for the Authority to take an initial 5 year internal repairing lease of part of Carnegie Hall for use as a public library for the Skewen area on terms and conditions to be agreed by the Head of Property and Regeneration.
2. That on the basis that the lease was concluded and the library relocated, authorisation be granted for the existing library at New Road, Skewen to be declared surplus to the operational requirements of the Education, Leisure and Lifelong Learning Directorate and transferred to the Head of Property and Regeneration for disposal or lease.

Reason for Decisions:

To enable the Council to continue to deliver a sustainable, statutory library service at Skewen.

Implementation of Decisions

The decision will be implemented after the three day call in period.

6. **QUARTERLY PERFORMANCE MANAGEMENT DATA 2018 - 19 - FULL YEAR PERFORMANCE (1 APRIL 2018 - 31 MARCH 2019)**

Decision:

That the report be noted.

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

That the Forward Work Programme for 2019/20 be noted, subject to the following verbal amendment.

Clarification was received that the report scheduled for the 12 September 2019 should read "*School Attendance Report to include information on*

how Welfare Officers work with persistent absenteeism” and not as stated in the circulated report.

CHAIRPERSON

Education, Skills and Culture Cabinet Board

2019/20 FORWARD WORK PLAN (DRAFT)

EDUCATION, SKILLS and CULTURE CABINET BOARD

MEETING DATE 2019	Agenda Items	Type (Decision/ Monitoring/ Information)	Rotation (Topical, Annual, Bi-Annual, Quarterly, Monthly)	Leisure and Culture Scrutiny Sub Committee	Contact Officer/Head of Service
24 Oct	Annual Report on Young People who are not in Education, Employment or Training (NEET)	Information	Annual		C.Millis/ ASC
	Christmas/New Year Opening Times (Libraries, Leisure Centres etc)	Decision	Annual	5 Sept 19	Wayne John/ Andrew Thomas
	Funding Formula Review Permission to Consult	Decision	Topical		Andrew Thomas Liz Dennis
	New Curriculum (Presentation)	Info	Topical		C.Millis/ M.Daley
	Employability Update	Info	Annual		C.Millis/ ASC
	Think Families Partnership Update	Info	Annual		C.Millis/ ASC
	Leadership Strategy in Schools	Info	Topical		C.Millis/ M.Daley
	Libraries Review	Info	Topical		A.Thomas

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Eitem yr Agenda4

Education, Skills and Culture Cabinet Board

MEETING DATE 2019	Agenda Items	Type (Decision/ Monitoring/ Information)	Rotation (Topical, Annual, Bi- Annual, Quarterly, Monthly)	Leisure and Culture Scrutiny Sub Committee	Contact Officer/Head of Service
12 Dec	Quarter 2 Performance Data 19/20	Monitoring	Quarterly	5 Dec 19	C.Glover/ C.Millis
	Schools Admission Policy 22/23 (Permission to Consult)	Decision	Annual		Helen Lewis/ Andrew Thomas
	Process for Self Evaluation	Info	Topical		C.Millis/ Mike Daley
	Pupil Exclusion Report	Update	Annual		John Burge/ Hayley Lervy
	Local Authority Partnership Agreement Sports Wales	Decision	Annual	5 Dec 19	Paul Walker/ A.Thomas
	Wales Audit Office Leisure Report	Information	Topical	5 Dec 19	Paul Walker/ A.Thomas

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Education, Skills and Culture Cabinet Board

MEETING DATE 2020	Agenda Items	Type (Decision/ Monitoring/ Information)	Rotation (Topical, Annual, Bi- Annual, Quarterly, Monthly)	Leisure and Culture Scrutiny Sub Committee	Contact Officer/Head of Service
23 Jan	School Attendance Report	Topical	6 Monthly		John Burge/ Andrew Thomas
	Youth Service Update	Information	Annual		C.Millis/ ASC
	Arts Strategy	Decision	Topical	5 Dec 19	Paul Walker
	Celtic Leisure – Quarter 1	Monitoring	Quarterly	5 Dec 19	Paul Walker
	Celtic Leisure – Annual Report	Monitoring	Annual	5 Dec 19	Paul Walker
	Margam Park Business Plan Update	Information	Topical	5 Dec 19	Paul Walker
	Funding Formula Review – Outcomes of Consultation	Decision	Topical		Andrew Thomas Liz Dennis

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Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Cabinet Board

12th September 2019

Report of the Head of Participation

Chris Millis

Matter for Monitoring

Wards Affected: All Wards

Report Title

Quarterly Performance Management Data 2019-2020 –
Quarter 1 Performance (1st April 2019– 30th June 2019)

Purpose of the Report:

To provide members with quarter 1 performance management data, complaints and compliments for the period 1st April 2019 to 30th June 2019 for Education, Leisure and Lifelong Learning Directorate. This will enable the ESC Cabinet Board to discharge their functions in relation to performance management.

Executive Summary:

The report provides education results and assessments at KS4. Attendance and exclusion data over the secondary and primary

sectors. Data relating to the Statutory Assessment Process, the Youth Service and childcare. Data relating to the Library Service concerning the number of visitors and a summary of the number of people participating in a sporting activity at the council facilities.

Background:

Members are presented with a full suite of Education, Leisure and Lifelong Learning KPI's (Corporate Plan and Local KPI's). A list of quarter 1 key performance KPI's with progress comments on each indicator are attached as appendix 1.

KPI status:

- GREEN (green traffic light) - KPI's that have improved on or achieved target
- AMBER (amber traffic light) - KPI's that have not achieved target but performance is within 5%
- RED (red traffic light) - KPI's that are 5% or more below target

Where available, appendix 1 provides performance data for quarter 1 performance for 2016/17, 2017/18 & 2018/19. The target provided is for the corresponding period.

Appendix 2 provides quarter 1 information for Compliments and Complaints data, collected in line with the Council's Comments, Compliments & Complaints Policy for Cabinet.

Financial Impacts:

The performance described in the report is being delivered against a challenging financial backdrop and reduced budget.

Integrated Impact Assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

Valleys Communities Impacts:

No implications.

Workforce Impacts:

The Council's workforce continues to contract as financial resources continue to reduce. In recognition of the scale of change affecting the workforce, a new Corporate Workforce Plan has been developed to support the workforce to adapt to the changes that are taking place.

Legal Impacts:

This Report is prepared under:

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

The Well-being of Future Generations (Wales) Act 2015

The 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 Impacts:

Failure to provide a suitable monitoring report within the timescales could lead to non-compliance with our Constitution. Also, failure to have robust performance monitoring arrangements in place could result in poor performance going undetected.

Consultation:

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

Recommendations:

Members monitor performance contained within this report.

Reasons for Proposed Decision:

Matter for monitoring. No decision required.

Implementation of Decision:

Matter for monitoring. No decision required.

Appendices:

Appendix 1: Key Performance Management Data - Quarterly.

Appendix 2: Compliments and Complaints Data

List of Background Papers:

The Neath Port Talbot Corporate Improvement Plan - 2019-2022

Monitoring forms/spreadsheets

Welsh Government Statistical Releases

Officer Contact:

Neal Place, Performance Management Officer.

E-mail n.place@npt.gov.uk. Tel. 01639 763619



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

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Performance Indicators





Neath Port Talbot Council





Appendix 1 - Education, Skills and Culture Cabinet Board - Key Performance Indicators -Quarter 1 -
2019/20







Print Date: 05-Sep-2019





How will we know we are making a difference (01/04/2019 to 30/06/2019)?

PI Title	Actual 17/18	Actual 18/19	Actual 19/20	Target 19/20	Perf. RAG
1 Well-being Objective 1 - To improve the well-being of children and young people					
CP/002 - Number of full day childcare places provided	2303.00	2236.00	2996.00	2400.00	 Green
We have seen an increase of over 500 registered places during the course of the year, which will help to ensure that families can access provision to participate in the childcare offer. We will continue to monitor this and identify areas for further development.					
CP/005 - PAM/007 - Percentage of pupil attendance in primary schools	94.69	94.14		95.00	 NA
Data available Quarter 2. Data for 2017/18 and 2018/19 is full year academic year data for 2016/17 and 2017/18. All Wales data for 2018/19 (2017/18 academic year) is 93.6%. Neath Port Talbot Council ranked 20th across Wales.					
CP/006 - PAM/008 - Percentage of pupil attendance in secondary schools	93.64	93.48		94.50	 NA
Data for 2019/20 available Quarter 2. Data for 2017/18 and 2018/19 is full year academic year data for 2016/17 and 2017/18. All Wales data for 2018/19 (2017/18 academic year) is 93.9%. Neath Port Talbot Council ranked 16th across Wales.					
CP/007 - PAM/033 - Percentage of pupils assessed in Welsh at the end of Foundation phase	16.16	15.78	16.63	16.70	 Amber

PI Title	Actual 17/18	Actual 18/19	Actual 19/20	Target 19/20	Perf. RAG
<p>The percentage of pupils assessed in Welsh at the end of Foundation phase has risen from 15.78% (254 of 1,610 pupils) for 2017/18 academic year to 16.63% (258 of 1551 pupils) for 2018/19 academic year.</p> <p>This is slightly lower than the target of 16.7% but within the 5%. This is an objective in the Welsh in Education Strategic Plan (WESP) and links with Objective 1 which is: More seven-year-old children being taught through the medium of Welsh.</p> <p>This will be done in a number of ways including:-</p> <ul style="list-style-type: none"> • To increase the capacity of Welsh-medium pre-school provision in schools such as YGG Tylér Ynn, YGG Cwmllynfell, YGG Pontardawe, YGG Cwmnedd, YGG Rhosafan and YGG Castell-nedd. • Work with Mudiad Meithrin to ensure expansion of pre-school provision and support the sector to recruit suitably skilled Welsh language care workers. • To provide information for parents/carers that promotes the benefits of a bilingual education. • To improve the support for parents/pupils and schools to move along the linguistic continuum. • To improve the 'Schools and Learning - Find a school' area of the NPT CBC website so that the Welsh Medium schools are more easily found. Further develop this area of the website so that it provides useful and valuable information for parents/carers that promotes the benefits of a bilingual education. • The Council opened a second Welsh medium (WM) secondary campus in the south-east in September 2018 with a capacity for 650 pupils aged 11-16. It is expected, based on parental responses, that this will stimulate interest and growth in WM primary provision in the areas of Port Talbot, Neath, Llandarcy, Briton Ferry and the Afan Valley in subsequent years. It is reasonable, based on known current capacity, to assume a minimum 2% growth in numbers accessing WM provision. <p>All Wales data for 2018/19 (2017/18 academic year) is not available yet</p>					
CP/008 - PAM/034 - Percentage of year 11 pupils studying Welsh first language				11.50	 NA
<p>Data available Quarter 2.</p> <p>All Wales data for 2018/19 (2017/18 academic year) is not available yet.</p>					
CP/014 - Percentage of 11 - 19 year olds in contact with the Youth Service (measured cumulatively over the financial year - quarterly)	12.25	12.88	12.54	14.00	 Red
<p>1,851 of 14,762 in Quarter 1 2019/20 compared to 1,855 of 14,406 in Quarter 1 2018/19. Numbers are slightly down from the first quarter of 2018/19 due to less engagements across the Youth Service. This is due to vacancies being unfilled and also long term sicknesses.</p>					
CP/108- PAM/032 - Capped 9 score				343.00	 NA
<p>Data available Quarter 2.</p> <p>All Wales data for 2018/19 (2017/18 academic year) is 349.5. Neath Port Talbot Council ranked 14th across Wales.</p>					
ELLL - EDU/015a - The percentage of final statements of special education needs issued within 26 weeks including exceptions. (measured over the calendar year - quarterly)	37.31	57.89	60.56	57.00	 Green
<p>60.56% - 43 statements issued within the 26 week timescale (including exceptions) out of a total of 71 possible statements. Once again this measure shows a positive upward progression and indicates that current systems and team are working well.</p>					

PI Title	Actual 17/18	Actual 18/19	Actual 19/20	Target 19/20	Perf. RAG
ELLL - EDU/015b - The percentage of final statements of special education needs issued within 26 weeks excluding exceptions. (measured over the calendar year - quarterly)	100.00	97.78	100.00	100.00	 Green
100% - 43 statements issued within the 26 week timescale (excluding exceptions) out of a total of 43 possible statements. This indicator is in line with its expected outcome and reinforces the good work of team at present.					
ELLL - PI/444 - Percentage of Year 11 pupils achieving 5 GCSEs at grades A*-C, or equivalent, including English or Welsh first language and Maths	51.41			57.00	 NA
Data for 2019/20 available Quarter 2.					
ELLL - PI/480 - Progress made from the start of Reception to the end of Foundation Phase					
Data for 2019/20 available Quarter 2.					
2 Well-being Objective 2 - To improve the Well-being of all adults who live in the county borough					
CP/024 - Communities for work - Number of people helped back to work, training or volunteering	97.00	82.00	63.00	72.00	 Red
<p>Currently the Welsh Government are reviewing profile\target starts and leavers to Employment throughout Wales– the belief is that engagement numbers (starts) will be lowered especially for the over 25's.</p> <p>Engagement starts are and will be lower than profile in Qtr1 and Qtr. 2 due to the agreement between NPT and DWP that the DWP advisors should have the larger share of starters in these periods due to caseload numbers of the DWP advisors being lower than the caseload numbers of the NPT mentors – this has been approved by Welsh Government.</p> <p>The above will have a consequence to the leavers to employment in future Quarters for mentors and had a slight impact on this first quarter.</p> <p>The lower actual leavers to employment can be put down in part to only claiming the outcome when all eligible evidence is received which sometimes can be very time consuming waiting for ex-participants to provide copy payslips etc. Also a mentor was away from work due to an operation during this period.</p>					
CP/111 -Communities for Work Plus - Number of people helped back to work, training or volunteering			115.00	93.00	 Green
<p>This is a new indicator for 2019/20, no comparable data.</p> <p>A good start for Communities for Work Plus for Quarter One. We have already exceeded Quarter One targets. This is due to the fact that the programme now in its second year, are seeing high engagement figures, through organising monthly events and activities within NPT. Customers who engage in the programme have wanted to obtain vocational training and volunteering to gain employment.</p>					
3 Well-being Objective 3 - To develop the local economy and environment so that the well-being of people can be improved					

Quarter 18

PI Title	Actual 17/18	Actual 18/19	Actual 19/20	Target 19/20	Perf. RAG
CP/072 - Number of visits to our theatres	55641.00	51715.00	65045.00	60000.00	 Green
Both the Theatres continue to grow their audiences with a 25% rise in visitors numbers compared to quarter 1 2018/19. The Princess Royal continues to build on its reputation as a venue for both TV Comedians and also as a music venue. Pontardawe Arts Centre has reviewed its programming policy, to ensure that the Centre's offer is more commercial and secure increased footfall.					
CP/073 - PAM/040 - Percentage of quality Indicators achieved by the Library Service				65.00	 NA
This PI is based on the annual library standards report which has been submitted to Welsh Government. Feedback and evaluation will be due by the end of 2019. All Wales data for 2018/19 is not available yet.					
CP/074 - PAM/017 - Number of visits to leisure centres per 1,000 population	1830.87		1896.30	2200.00	 Red
There has been a rise in visitor numbers to leisure centres per 1,000 population compared to the figures for 2017/18 for quarter 1. The figure for 2018/19 quarter 1 was incorrectly calculated and adjustments are being made. The target for 2019-20 was set based on the incorrect 2018/19 figures so may need to be revised.					
LCL - LCL001 - The number of visits to public libraries during the year, per 1,000 population (measured cumulatively over the financial year - quarterly)	1366.97	1277.26	1300.86	1275.00	 Green
There has been a rise in both actual and website visitor figures during the first quarter of 2019/20 compared to the first quarter of 2018/19. This is a reflection of the greater engagement by library staff within their communities.					

Mae'r dudalen hon yn fwiadol wag



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

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Performance Indicators

Neath Port Talbot Council

Appendix 3 - Education, Leisure and Lifelong Learning - Compliments & Complaints - Quarter 1 - 2019/20



Print Date: 27-Aug-2019

How will we know we are making a difference (01/04/2019 to 30/06/2019)?

PI Title	Actual 17/18	Actual 18/19	Actual 19/20	Target 19/20	Perf. RAG
Organisation					
PI/256 - Education, Leisure & Lifelong Learning Directorate-- % of complaints at stage 1 that were upheld	0.00	0.00			
There have been no stage 1 complaints for Quarter 1 - 19/20 There were no stage 1 complaints upheld in Q1 - 18/19 (Zero of 2) or Q1 - 17/18 (Zero of 8)					
PI/257 -Education, Leisure & Lifelong Learning Directorate - % of complaints at stage 2 that were upheld/partially upheld	0.00				
There have been no stage 2 complaints for Quarter 1 - 19/20 or Q1 – 18/19 There were no stage 2 complaints upheld in Q1 - 17/18 (Zero of 2)					
PI/258 -Education, Leisure & Lifelong Learning Directorate - % of complaints dealt with by the Public Services Ombudsman that were upheld/partially upheld					
No complaints have been referred to the Ombudsman in quarter 1 for the last 3 years					
PI/259 - Education, Leisure & Lifelong Learning Directorate - Number of compliments received from the public	0.00	5.00	71.00		
The compliments received for Quarter 1 - 19/20 can be broken down as follows: 64 - Wellbeing and Cynnydd team - Thanks from pupils and parents for all the help and advise received. 1 - Cefn Coed Colliery Museum - Thanking a staff member for a wonderful day. 5 - Additional Learning Needs Support Team - Thanking staff for the service they provided during the process. 1 - Education Psychology - Thanking a staff member for the help they provided.					

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Cabinet Board

12th September 2019

**REPORT OF HEAD OF TRANSFORMATION ANDREW
THOMAS**

MATTER FOR DECISION

WARDS AFFECTED: All

**STRATEGIC SCHOOL IMPROVEMENT PROGRAMME -
PROPOSAL TO ESTABLISH SPECIALIST PROVISION
FOR SECONDARY AGE PUPILS WITH AUTISTIC
SPECTRUM DISORDER (ASD)**

Purpose of report

1. To obtain approval to consult on the establishment of specialist provision for secondary age pupils with autistic spectrum disorder (ASD) at Dwr y Felin Comprehensive School.

Executive summary

2. The Council is responsible for ensuring suitable provision is made for pupils with special educational needs.
3. Recent work on reviewing the number and type of planned places and assessment provision across Neath Port Talbot has indicated that there is a need for extra places in the areas of ASD and Social Emotional and Behavioural Difficulties (SEBD), and for those early years pupils with identified additional learning needs which require further assessment.

4. Approval is sought to consult on a proposal to establish a specialist provision for secondary age pupils with autistic spectrum disorder (ASD) at Dwr y Felin Comprehensive School.
5. Dwr y Felin Comprehensive School has been identified as being suitable for hosting this provision. The headteacher and the Additional Learning Needs Co-ordinator (ALNCo) have been involved in the development of this proposal and are fully supportive of this initiative. The Governing Body and staff have also shown initial support for the proposal.
6. The proposal seeks to complement the specialist provision and support already available within the County Borough.

Background

7. The Council is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having the right schools in the right place and ensuring that they are fit for the 21st century learner is the challenge facing the Council. Achieving this will involve reviewing the number and type of schools the Council has in its area and assessing whether or not best use is being made of resources and facilities. This will include ensuring suitable provision for those pupils with special educational needs/additional learning needs.
8. Implementing the Strategic School Improvement Programme (SSIP) involves reviewing existing provision and determining the number and type of schools needed to deliver education effectively and efficiently across the County Borough. It will most likely lead to substantial change involving opening new schools, closing existing schools, merging or amalgamating schools, federating schools and promoting new initiatives that support collaborative working between schools. It will also involve re-organising education provision to ensure pupils gain access to and benefit from the specialist support, skills and expertise available within the County Borough.
9. The Council has decided to review its provision on the basis of:
 - educational standards
 - the need for places and the accessibility of schools
 - the quality and suitability of school accommodation

- effective financial management
10. The Council provides for the pupils of Neath Port Talbot who require specialist support for their educational needs at two community special schools and at learning support/ inclusion centres attached to community primary/secondary schools.
 11. Currently there are 8 specialist provisions available in Neath Port Talbot mainstream secondary schools for supporting secondary age pupils with additional learning needs (ALN) including those for pupils with Autistic Spectrum Disorder (ASD), Visual Impairment (VI), Hearing Impairment (HI), Specific Learning Difficulties (SPLD), Moderate Learning Difficulties (MLD), Speech Language and Communication Difficulties (SLCD), Severe Learning Difficulties (SLD) and Profound and Multiple Learning Difficulties (PMLD).
 12. Recent work on reviewing the number and type of planned places and assessment provision across Neath Port Talbot has indicated that there is a need for extra places in the areas of ASD and SEBD, and for those early years pupils with identified additional learning needs which require further assessment.
 13. Initial work has led to the development of a continuum of support for pupils with SEBD with the aim of ensuring that pupils at all stages have their needs assessed and are appropriately supported to make progress. As a result, provisions for secondary age pupils with SEBD were established at Ysgol Hendrefelin and Cefn Saeson Comprehensive School and for primary age pupils at Coedffranc Primary and Crynallt Primary schools in recent years.
 14. This proposal seeks to address identified need for further provision for pupils with ASD, specifically for secondary aged pupils, with the aim of ensuring best possible outcomes for pupils.
 15. Currently for primary age pupils with ASD who need specialist support or assessment, provision is made at Gnoll Primary (18 places), Maesmarchog Primary (18 places) and Waunceirch Primary (17 places). Secondary provision is available at Cwmtawe Community School (13 places), Ysgol Bae Baglan (29 places) and Ysgol Hendrefelin (16 places). The high demand at both primary and secondary level is placing pressure on current provisions which are consistently full.

Identifying Potential Host Schools

16. All schools were invited to express an interest in hosting a new ASD provision, but only Dwr Y Felin is now currently being considered.
17. In identifying host schools for the proposed secondary ASD provision the following criteria has been applied.

The host school will:

- be fully committed to inclusion and provide a caring and supportive environment that will have a positive impact on pupils' personal well-being and development
 - demonstrate a good track record for ensuring the progress of all pupils
 - be a mainstream school delivering secondary phase education as pupils will need to access Key Stage 2 and 3 curriculum
 - provide the opportunity for integration, as appropriate, into mainstream classes and mainstream activities
 - be able to provide pupils with high quality learning experiences
 - have space available suitable to meet the needs and requirements of the pupils
 - be within reasonable travelling distance for secondary age pupils and have easy vehicular access
18. Applying these criteria Dwr y Felin Comprehensive School has been identified as being suitable for hosting this provision. The headteacher and the Additional Learning Needs Co-ordinator (ALNCo) have been involved in the development of this proposal and are fully supportive of this initiative. The Governing Body and staff have also shown initial support for the proposal.

The Proposal

19. It is proposed to establish a specialist provision for secondary age pupils with ASD at Dwr y Felin Comprehensive School.
20. The facility will provide learning support for pupils with ASD for up to 16 pupils who are in receipt of a Statement of SEN.
21. The provision will be managed by the school and be under the school's governance. However it will be a provision recognised by the Council as reserved for pupils with ALN and pupils admitted to

the provision would be in addition to the admission number of the school. Admission to the provision would be via a special admission panel of the Council and specific entry and exit criteria would apply.

22. Pupils at the proposed provision will benefit from being taught by specialist staff, experienced in working with pupils with ASD needs. There is also the possibility that mainstream pupils with ASD could also benefit from the expertise available.
23. The provision will alleviate the current pressure to address demand for places for pupils with more complex needs, avoiding potential costly out of county placements and allowing opportunities for children to access learning within their local community.
24. The proposal seeks to complement the specialist provision and support already available within the County Borough.

Dwr y Felin Comprehensive School

25. Dŵr y Felin is an 11-16 Comprehensive School for boys and girls, situated on the outskirts of Neath. In 2012 the school became a single site school, with a state of the art teaching and learning facility based at Cwrt Herbert.
26. The school is currently a 'professional learning pioneer school' meaning that it is working with the Welsh Government and other professional learning pioneer schools to develop a national model of professional learning.
27. The school was inspected by Estyn in 2017 and current performance was judged to be good, with prospects for improvement reported to be excellent. It is reported that 'Over the last four years, the school's performance in most indicators at key stage 4 has been strong and compares favourably with that in similar schools. Over the same period, many pupils have made more progress than expected from previous key stages.' (Estyn 2017)
28. Dwr y Felin Comprehensive has a good track record for inclusion and pupils make good progress. Estyn report that: The support and care for pupils with additional learning needs is an exemplary

feature' adding that 'As a result of the quality and extent of support, pupils with additional learning needs make strong progress'.

29. Estyn also report that: 'The quality of care, support and guidance provided for pupils is an outstanding feature of the school's work. The school provides an extremely caring and supportive environment that focuses relentlessly on the wellbeing and personal development of all pupils. This is coupled with a clear emphasis on ensuring that all pupils achieve their academic potential.'
30. It is intended that the provision will be housed in a building within the school site that is surplus to requirements and currently unused by pupils.

Consultation

31. This school organisation proposal is being brought forward under the Council's Strategic School Improvement Programme. Formal consultation is required in line with the Welsh Government's School Organisation Code, July 2013, which specifies the procedures to be followed, including the content of the consultation document and those to be consulted.
32. Subject to approval, it is intended to consult on this proposal between September 23rd and November 5th 2019.
33. Responses to the consultation will be reported to Education, Skills and Culture Cabinet Board for consideration by Members.

Impact on pupils

34. The proposed new provision will increase the opportunity for secondary pupils to access support in a specialist setting, based within the environment of a mainstream secondary school. The provision will enable pupils to acquire the skills and understanding to manage their individual behaviours and learning requirements.
35. The proposed specialist provision will be accessible to secondary age pupils from across the County Borough.

Impact on travel arrangements

36. Pupils' travel needs will be assessed in line with the Council's Home to School Transport policy. Secondary age pupils living 3 miles or more from the provision will be considered for assistance with travel costs.
37. Under the School Travel Plan requirements, all schools, together with the Council's Road Safety Team, are committed to:
 - improving road safety within the local community
 - raising awareness about travel issues
 - encouraging walking, cycling and public transport for the school journey where applicable
 - encouraging independent travel where applicable
38. Dwr y Felin Comprehensive is a well-established school with established walking routes for children.
39. It is relatively centrally located within the County Borough and is readily accessible by vehicle.

Impact on governors

40. The governing body and the school leadership team at Dwr y Felin Comprehensive School will be responsible for the day to day management of the provision, including the specialist staff who will become part of the school's staffing complement. The school budget will be funded accordingly.

Impact on special needs education provision

41. As a self-contained provision, the facility will not have a direct impact on the SEN provision of Dwr y Felin Comprehensive School where pupils with additional learning needs, including children with statements of special educational needs, are supported in a mainstream setting with appropriate funding for this purpose.
42. However, the specialist knowledge and skills-set of the staff employed to work at the provision will be available to share with mainstream staff and, as such, will indirectly benefit SEN provision at the school.
43. It is also envisaged that the provision will be able to provide support and training for other mainstream primary schools across Neath

Port Talbot, building skills, competencies, expertise and capacity of all staff working with children with ASD.

Financial Impacts

44. Dwr y Felin Comprehensive School will receive additional funding to manage the provision for up to 16 pupils.
45. Meeting the special needs education of pupils in local settings, i.e. within the County Borough, avoids having to secure expensive out-of-county provision. The cost of providing education outside the County Borough for pupils with specialist needs is high, and can amount to circa. £80k per pupil per year. This annually presents a significant demand on the Council's education budget.
46. Provision has been made within the Department of Education, Leisure and Lifelong Learning (DELLLs) revenue budget in 2019-2020 to fund the establishment of the provision.
47. The provision will be resourced by specialist teachers and teaching assistants or key workers with the appropriate skills set.
48. Self-contained accommodation will be developed in surplus accommodation at the school. There will be a one-off capital cost for the refurbishment/conversion work.
49. Secondary age pupils living 3 miles or more from the provision will be considered for assistance with travel costs and as such there is likely to be an increase on transport costs as a result of this proposal. Annual transport costs are difficult to predict as this will depend on the number of children needing to be transported and on the distance they will need to travel to the provision from their home. Again provision has been made within DELLLs revenue budget in 2019-2020 to help fund any additional transport costs.
50. There are no capital receipts or recurrent costs savings directly related to this proposal other than savings from potential home education/out-of-county placement costs.

Integrated Impact Assessment

51. A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016.
52. The first stage assessment has indicated that a more in depth assessment will be required if the proposal is progressed.
53. Should the proposal proceed it is likely to have an impact on pupils, staff and other potential users of the school. The proposal may also impact on opportunities to use the Welsh language. It is unknown whether the proposal would impact on biodiversity. Further consideration of how the proposal embraces the sustainable development principle is needed.
54. Following full consultation where views of all stakeholders will be gathered, greater information will be available which will further help to inform the full assessment.

Valleys Communities Impacts

55. There are no implications on the Valley Communities as a result of this report. Potential impacts will be assessed should this proposal succeed.

Workforce impacts

56. The position of staff currently employed at Dwr y Felin Comprehensive School will not be adversely affected by this proposal. In fact, the increased number of pupils secures staff employment by creating additional employment opportunities by way of an increased staffing complement.
57. Additional staff posts have been identified and these will comprise of specialist teachers and teaching assistants or key workers. The skills and expertise that these additional staff members will possess will be available to be utilised for the benefit of the wider, mainstream school communities.

Legal impacts

58. The proposal will establish SEN provision in a mainstream school where the pupils admitted are in addition to the admission number for the school and where the provision is recognised by the Council as reserved for pupils with SEN. As such, this constitutes a regulated alteration requiring the statutory publication of the proposal. The School Standards & Organisation (Wales) Act 2013 (the Act) provides the legislative framework by which the Council may implement a proposal. The Welsh Government's School Organisation Code, November 2018, made under Sections 38 and 39 of the Act, imposes on the Council requirements and guidelines on matters relating to school organisation. The Council's procedures are in line with legislative requirements.
59. Pupil travel arrangements will be in line with the requirements of the Learner Travel (Wales) Measure 2008; the Learner Travel Statutory Provision and Operational Guidance 2014; and the Council's Home to School Travel Policy, 2017.
60. Revenue funding will be in line with the requirements of the School Standards and Framework Act 1998; the School Funding (Wales) Regulations 2010; and the Council's approved formula for funding schools.
61. The management of staff affected by the proposal will follow the relevant school policy and procedure requirements.

Risk management

62. A risk assessment has been carried out under the Council's Risk Management Policy 2015.
63. Potential risk areas in implementing the proposal include:
- educational outcomes for pupils are not improved
 - integration at a provision is unsuccessful
 - negative response from parents of host school
 - staff with appropriate skills and expertise not available
 - increased governance and staff responsibilities
 - increased home to school travel time for some pupils leading to poor attendance.
 - Welsh language development not supported

64. Failing to implement the proposal will result in a range of teaching/learning and financial benefits not being fully realised, particularly in relation to:

- opportunities for a pupils to access specialist staff and support
- host school indirectly benefit from specialist staff on site
- mainstream schools benefit from increased support and training in order to improve skills and build capacity

65. The risk assessment is attached to this report as Appendix B.

Impact on community usage

66. The proposal should have no adverse impact on community usage at Dwr y Felin Comprehensive School as there is no closure or reduction in community facilities involved with this proposal. The provision will occupy accommodation surplus to the school's requirements and will be a self-contained provision having no impact on the school's operation regarding community usage.

Recommendation

67. Having given due regard to the integrated impact and risk assessments, it is recommended that, in line with Section 48 of the School Standards and Organisation (Wales) Act 2013, Members approve consultation on a proposal to establish specialist provision for secondary age pupils with ASD at Dwr y Felin Comprehensive School.

Reasons for proposed decision

68. This decision is necessary to comply with the formal consultation requirements imposed on the Council by the School Organisation Code. Subject to the outcome of consultation, implementation of the proposal will enable the Council to promote high educational standards and the fulfilment of every child's potential. It will also enable the Council to meet its duty to secure efficient education in its area.

Implementation of the decision

69. The decision is proposed for implementation after the three day call in period.

Appendices

Appendix A: Integrated Impact First Stage Assessment

Appendix B: Risk Assessment

List of background papers

a) Strategic School Improvement Programme Principles Paper:
September 2008

[https://democracy.npt.gov.uk/Data/Cabinet/20080924/Agenda/\\$CAB-240908-REP-EL-KN.doc.pdf](https://democracy.npt.gov.uk/Data/Cabinet/20080924/Agenda/$CAB-240908-REP-EL-KN.doc.pdf)

b) Welsh Government - School Organisation Code: November 2018

<https://gov.wales/sites/default/files/publications/2018-10/school-organisation-code-second-edition.pdf>

c) School Standards & Organisation (Wales) Act 2013

http://www.legislation.gov.uk/anaw/2013/1/pdfs/anaw_20130001_en.pdf

d) Learner Travel (Wales) Measure: 2008 & the Learner Travel Statutory Provision and Operational Guidance: 2014.

http://www.legislation.gov.uk/mwa/2008/2/pdfs/mwa_20080002_en.pdf

<http://gov.wales/docs/det/publications/140616-ltog-en.pdf>

e) Home to School Travel Policy: 2017

https://www.npt.gov.uk/pdf/NPT_Home_to_School_Travel_Policy_2017.pdf

f) Estyn

<https://www.estyn.gov.wales/inspection/search>

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: The establishment of specialist provision for secondary age pupils with autistic spectrum disorder (ASD) at Dwr y Felin Comprehensive School.

Service Area: Strategic School Improvement Programme (SSIP)

Directorate: Education, Leisure & Lifelong learning

2. Does the initiative affect:

	Yes	No
Service users	x	
Staff	x	
Wider community	x	
Internal administrative process only		x

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x				H	Should the proposal be approved then there will be an impact upon pupils aged 11-16 with ASD, and on those attending Dwr y Felin Comprehensive school. Increasing numbers of pupils with ASD has led to pressure on current provisions and this proposal seeks to address identified need for further provision for pupils with ASD, specifically for secondary aged pupils, with the aim of ensuring best possible outcomes for pupils.

					<p>Admission to the provision would be via a special admission panel of the Council and specific entry and exit criteria would apply.</p> <p>Pupils at the proposed provision will benefit from being taught by specialist staff, experienced in working with pupils with ASD needs.</p> <p>As a self-contained provision, the facility will not have a direct impact on the SEN provision of Dwr y Felin Comprehensive School where pupils with additional learning needs, including children with statements of special educational needs, are supported in a mainstream setting with appropriate funding for this purpose. However, the specialist knowledge and skills-set of the staff employed to work at the provision will be available to share with mainstream staff and, as such, will indirectly benefit SEN provision at the school.</p> <p>It is also envisaged that the provision will be able to provide support and training for other mainstream primary schools across Neath Port Talbot, building skills, competencies, expertise and capacity of all staff working with children with ASD</p>
Disability	x			H	<p>The Council's arrangements for education across the county borough include those children and young people with a disability. The proposed provision will specifically provide education for pupils with an additional learning need, therefore the impact on these pupils is likely to be high.</p> <p>Data indicates that there are currently 434 pupils with ASD in Neath Port Talbot, an increase of almost 47% since 2012. (PLASC Jan 2019)</p> <p>This proposal will seek to address the needs of these pupils and future pupils identified as having ASD by providing a provision designed to meet their needs.</p>

						<p>The new facility will be fully compliant in terms of requirements for disabled users.</p> <p>The Council is required to have regard for the needs of disabled learners and learners with learning difficulties when assessing transport needs.</p> <p>This will be explored further as part of the full assessment.</p>
Gender Reassignment				x	L	<p>This is not a criterion considered in terms of the Council's education arrangements either for pupils or school staff.</p> <p>However it is possible that the planned refurbishment may provide facilities that will facilitate easier management of the practicalities of gender reassignment through opportunities for private changing and toilet facilities.</p> <p>This will be explored further as part of the full assessment</p>
Marriage/Civil Partnership		x				<p>This is not a criterion that will be impacted upon by this proposal</p>
Pregnancy/Maternity		x				<p>This is not a criterion that will be impacted upon by this proposal</p>
Race				x	M	<p>There could be an impact on pupils or staff users of the new provision depending on the pupils and staff who are yet to be identified.</p> <p>This will be explored further as part of the full assessment.</p>
Religion/Belief				x	M	<p>Pupils and staff of any religion or belief would be eligible for admission to the provision and it is expected that the Council's educational arrangements will meet the needs of pupils or staff members of different religions or with different beliefs. This will be explored further as part of</p>

						the full assessment when potential pupils and staff are identified.
Sex				x	H	There is a potential impact as current data (Plasc Jan 2019) indicates are 242 pupils with a statement for ASD and of these 198 are boys and 44 are girls. This would suggest that the proposed provision may have greater numbers of male than female pupils attending. This could indicate a disproportionate impact on sex and will need further exploration as part of the full assessment.
Sexual orientation		x				This is not a criterion that will be impacted upon by this proposal

4. Does the initiative impact on:

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	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language				x	H	It is expected that provision will be made for pupils to continue their education through the medium of English or Welsh on entry to the provision and that staff will be available to support either language. Welsh language will also be taught as a second language in line with national curriculum requirements This will be explored further as part of the full assessment.
Treating the Welsh language no less favourably than English				x	H	It is expected that provision will be made for pupils to continue their education through the medium of English or Welsh on entry to the provision and that staff will be available to support either language. Welsh language will also be taught as a second language in line with national curriculum requirements This will be explored further as part of the full assessment.

5. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		X				There will be no change as a result of this proposal
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		X				There will be no change as a result of this proposal

6. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	x		The proposal if implemented will positively impact on pupils aged 11-16 with ASD by creating a new provision that will be able to meet the needs of its pupils at the time of its establishment and for pupils who may require specialist support in the future. This will be explored further as part of the full assessment if the proposal is approved and developed.
Integration - how the initiative impacts upon our wellbeing objectives	x		The Strategic School Improvement Programme and its related projects are included in the Directorate's plans which link to the Council's wellbeing objectives. This proposal is likely to positively impact on Wellbeing Objective 1 in particular should it proceed. This will be explored further as

			part of the full assessment if the proposal is approved and developed.
Involvement - how people have been involved in developing the initiative	x		Informal conversations with schools, headteachers, and officers working within the Inclusion and Education Development services have provided positive feedback to initial thoughts on developing a proposal to establish a provision for pupils aged 11-16 with ASD. Full consultation is required for this proposal where views from all stakeholders will be gathered and will further inform the proposal and the full assessment.
Collaboration - how we have worked with other services/organisations to find shared sustainable solutions	x		Full consultation is required for this proposal where views from all stakeholders including other services and organisations will be gathered. This will further inform the full assessment.
Prevention - how the initiative will prevent problems occurring or getting worse	x		It is intended that if the proposal to a new provision for secondary age pupils with ASD is progressed then it should alleviate the current pressures on schools and the local authority faced as a result of growing numbers of pupils with ASD. By providing specialist teaching facilities with appropriately trained and experienced staff it is expected that the educational opportunities for such pupils will improve. Additionally such an establishment should be able to provide greater training and support for mainstream staff across the local authority.

7. Declaration - based on above assessment (tick as appropriate):

A full impact assessment (second stage) is not required	
Reasons for this conclusion	

A full impact assessment (second stage) is required	x
Reasons for this conclusion	
<p>Should the proposal proceed it is likely to have an impact on pupils, staff and other potential users of the new school. The proposal may also impact on opportunities to use the Welsh language. It is unknown whether the proposal would impact on biodiversity. Further consideration of how the proposal embraces the sustainable development principle is needed.</p> <p>Following full consultation where views of all stakeholders will be gathered, greater information will be available which will further help to inform the full assessment.</p>	

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	Name	Position	Signature	Date
Completed by	Rhiannon Crowhurst	Programme Manager SSIP		4 th September 2019
Signed off by	Andrew Thomas	Head of Service/Director		4 th September 2019

Mae'r dudalen hon yn fwiadol wag

Risk Assessment

PROPOSAL TO ESTABLISH SPECIALIST PROVISION FOR SECONDARY AGE PUPILS WITH AUTISTIC SPECTRUM DISORDER

Context

1. This risk assessment has been carried out in line with the Council's Risk Management Policy 2018
2. Implementing the proposal will result in the establishment of a provision recognized by the council as reserved for pupils with ALN and pupils admitted to the provision would be in addition to the admission number of the school. Admission to the provision would be via a special admission panel of the council and all placement decisions will be predicated on the expectation that schools have exhausted their own resources in meeting the needs of these pupils.

The reasons for the proposal

3. It is proposed to establish a specialist provision for secondary age pupils with Autistic Spectrum Disorder (ASD) at Dwr y Felin Comprehensive School.
4. The facility will provide learning support for pupils with ASD for up to 16 pupils who are in receipt of a Statement of SEN.
5. The provision will be managed by the school and be under the school's governance. However it will be a provision recognised by the Council as reserved for pupils with ALN and pupils admitted to the provision would be in addition to the admission number of the school. Admission to the provision would be via a special admission panel of the Council and specific entry and exit criteria would apply.
6. Pupils at the proposed provision will benefit from being taught by specialist staff, experienced in working with pupils with ASD needs. There is also the possibility that mainstream pupils with ASD could also benefit from the expertise available.
7. The provision will alleviate the current pressure to address demand for places for pupils with more complex needs, avoiding potential costly out of county placements and allowing opportunities for children to access learning within their local community.
8. The proposal seeks to complement the specialist provision and support already available within the County Borough.

Risks associated with the proposal

9. The potential risks associated with this proposal could threaten the Council's

ability to successfully achieve its strategic goals and objectives

10. Potential risk areas in implementing the proposal include:

- educational outcomes for pupils are not improved
- integration at a provision is unsuccessful
- negative response from parents of host schools
- staff with appropriate skills and expertise not available
- increased governance and staff responsibilities
- increased home to school travel time for some pupils leading to poor attendance.
- Welsh language development not supported

11. Failing to implement the proposal will result in a range of teaching/learning and financial benefits not being fully realised, particularly in relation to:

- opportunities for a pupils to access specialist staff and support
- host schools indirectly benefit from specialist staff on site
- mainstream schools benefit from increased support and training in order to improve skills and build capacity

Risk assessment

12. The proposal is supported by the inclusive approach to education at Dwr y Felin Comprehensive School and the goodwill towards hosting an SEN facility. Combined with the specialist skills and expertise of the staff to be appointed to work at the provision and the targeted planned actions, identified risks can be suitably mitigated.

Risk Assessment

No	Risk description	L'hood score	Impact score	Overall Risk	Prox'ty*	Planned action to mitigate	Target Date	Owner	Update	Trend Up Down No change
1	Outcomes for pupils are not improved	1	5	Low risk	4	Implementation of proposal combined with appropriate support and challenge to ensure entitlements are met and provision delivered		SSIP team Support for Inclusion EDS School leadership		
2	Integration at provision is unsuccessful	2	5	Medium risk	2	Provision staffed with experienced and skilful staff able to provide for individual pupil needs, combined with appropriate support from inclusion team		SSIP team School leadership Support for Inclusion		
3 Tudalen 45	Negative response from parents of host schools	1	4	Low risk	1	Consultation meetings. Effective communication with parents		School leadership SSIP Support for Inclusion		
	Staff with appropriate skills and expertise not available	2	5	Medium risk	1	Identification, appointment and training of staff		School leadership Support for inclusion ELLLS		
5	Increased home to school travel time for some pupil leading to poor attendance.	2	4	Medium risk	4	Inclusive ethos and practices. Safe travel routes to school supported by school travel plans and the Council's school transport policy. School is relatively centrally located within NPT CBC		School leadership Support for inclusion ELLLS PIAC/LSC staff		

6	Welsh language development not supported	1	3	Low risk	4	Welsh will be taught in line with the national curriculum guidelines for an English-medium school. Suitable support to be made available for Welsh first language pupils.		School leadership Support for inclusion ELLLS staff School staff		
7	Increased governance and staff responsibilities	1	3	Low risk	4	Although a specialist provision at the school will mean additional responsibilities, the availability of a wider pool of staff expertise will benefit the school (pupils and staff) as a whole with specialist skills and knowledge more readily accessible.		School leadership Support for inclusion ELLLS LSC staff		



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Cabinet Board

12th September, 2019

Report of the Head of Transformation – Andrew Thomas

Matter for Information

Wards Affected: All Wards

Report Title: PUPIL ATTENDANCE UPDATE

Purpose of the Report:

To provide Members with information and data in relation to Neath Port Talbot pupil attendance

Executive Summary:

Pupil Attendance in the primary sector decreased by 0.1% last academic year, whilst pupil attendance in the secondary sector increased by 0.1% over the same period. Neath Port Talbot's ranked position across Wales for secondary sector attendance has improved to 18th place.

Background:

- a) This report provides Members with details of the attendance data for the academic year 2018/19.
- b) The report also provides Members with more information of the work of the Education Welfare Service.

Attendance Data for 2018/19 Academic Year

For the academic year 2018/19 the primary sector attendance rate was 94.0%. This was a -0.1% decrease compared to the previous academic year 2017/18. The Secondary sector attendance during the year was 93.3%, an increase of 0.1% compared to the previous academic year.

Welsh Government have, in the past fortnight, released the all Wales attendance data for the secondary sector for 2018/19. This release shows an improvement in Neath Port Talbot's ranked position to 18th place.

It is worth noting that across Wales the average attendance rate amongst the secondary sector has remained stationary at 93.8% for two consecutive years, following two previous years where it fell. For the academic year 2018/19 Neath Port Talbot was one of only eight local authorities across Wales that saw its attendance rate increase.

The all Wales statistical release for the primary sector will not be available until later in the autumn term.

Work of the Education Welfare Service

On a number of occasions when presenting Members with this regular pupil attendance update report Members have acknowledged and commended the work of the Education Welfare Service. Members recognised some time ago that analysing and responding to data is just one means of addressing attendance of pupils in our schools. Pupil welfare issues are of equal importance to the service, if not greater in some instances, and whilst individual cases of success have a lower impact on the overall headline attendance data, positive change and success brings significant improvement in the lives of those pupils the service works with; many of whom are our most vulnerable.

Members have previously asked for more information and focus on the work of the Education Welfare Service; therefore, below is a precis of case examples of involvement of Education Welfare Officers. For confidentiality purposes individual names and schools have been omitted.

Pupil A, Secondary school pupil

The parents of Pupil A were at risk of prosecution for historical irregular and poor attendance. Following a number of letters, home visits and discussions by the Education Welfare Officer to get to know the family, Pupil A finally revealed that he was being bullied outside of school by a group of youths who were also pupils of the same school. Pupil A was afraid to attend school in case he came into contact with his bullies.

The Education Welfare Officer linked with the local PCSO in an attempt to resolve the bullying issues which were spilling into school. As a result of this intervention Pupil A's attendance has soared from low 70% to 100%. The threat of prosecution has been withdrawn.

Pupil B, Primary school pupil

Pupil B had recently moved to the area from away. As part of the pupil transition process information had been gathered that Pupil B had previously been on the child protection register. As Pupil B had not been seen in school for a few days the Education Welfare Officer made a home visit to make enquiries regarding the absence. A baby could be seen through the front window of the house watching television in a high chair and the younger 4 year old sibling was leaning out of an upstairs window. Knocking loudly on the door and trying to get the nursery child to come down from the window and wake the parents failed, therefore, the Education Welfare Officer called the Police and Social Services who broke into the house to find the parents in bed together asleep under the influence of drugs.

Pupil C, Secondary school pupil

Pupil C was a school refuser and mother was ineffective at ensuring regular school attendance. The Education Welfare Service took the parent to Court three times with each sentence increasing in severity. After the third occasion and the threat of a period in prison hung over the parent, attendance improved dramatically to circa 95%.

Upon Pupil C receiving her final GCSE results both the mother and pupil went onto the Education Welfare Officer to thank her for her intervention and not giving up on the family and how in retrospect they realised that the interventions from the Education Welfare Service and prosecutions had enabled the pupil to achieve 5+ GCSE's all Grade C. Pupil C is now studying further education at college.

Pupils D, E, F, G, H and I, Six children aged 3-15 from same family

The children moved to the area from England to live with dad having been on the child protection register for neglect whilst living with mum. There were complex issues surrounding the children and concerns around health, emotional needs, trauma and a lack of education. The family were living in temporary accommodation.

Robust multi-agency working took place to support the family and in an attempt to keep the children together. Priority was given to settle into a permanent home in order to have a stable base to work from so arrangements could be made for education, health visitors, GP etc.

Once housing was secured the Education Welfare Officer was able to work with the family to ensure the children were able to attend school. As dad had some basic skills difficulties the Education Welfare Officer assisted him to complete the relevant admission application forms and directed him to FSM and school uniform grant assistance for support.

One of the younger children had never been to playgroup or nursery. The Education Welfare Officer worked with the school to create a programme to allow the child to attend some open sessions to support a positive start, followed by more structural part-time half-day attendance, before gradually increasing to full-time attendance. School uniform was sourced by the Education Welfare Officer. Several other of the children commenced their schools on part-time timetables. Co-ordinated support by the Education Welfare Officer has been provided by a number of other services both internally and external to the Council.

One of the older children has ADHD and complex anger issues. He refused to attend school having found he struggled amongst his peers. The Education Welfare Officer referred the child to support services, gathered educational information and behavioural plans from the previous school to support a referral to the Intervention Support Panel where she attended to give evidence that secured an admission at one of our specialist placement centres for formal assessment.

The older of the children was a young carer, caring for her youngest sibling since birth. He had complex emotional needs and secured a place at a special school. The Education Welfare Officer worked with the outreach worker on a twice weekly basis and has acted as the link officer with CAHMS and assigned Counsellor.

The outcome for the family included: Permanent housing; de-registration of all children from the child protection register in place of being managed under a care and support status; all children have access to appropriate education and further evidence is being gathered to assess for additional learning needs; health needs are being met.

Pupil J, primary school pupil

Pupil J had not been attending school for a few days and there had been no contact made by the family explaining why. There were

already some low level welfare concerns surrounding the family so the Education Welfare Officer decided to make a home visit to check on Pupil J.

During the visit the Education Welfare Officer learnt that dad had recently lost his job and mother had recently experienced some health issues restricting her from working. The family had very limited food and had run out of electricity that morning.

The Education Welfare Officer linked in with the local Church/Food Bank on behalf of the family and with their agreement made an immediate referral to Social Services who went on to support the family.

Note: It should be credited that other services both within and external to the Council were involved in a number of the above cases.

Financial Impacts:

No implications

Integrated Impact Assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes only.

Valleys Communities Impacts:

No implications

Workforce Impacts:

No implications

Legal Impacts:

No implications

Risk Management Impacts:

No implications

Consultation:

There is no requirement for external consultation on this item

Recommendations:

That Members note the contents of this update report

Appendices:

None

List of Background Papers:

None

Officer Contact:

John Burge, Manager of the School & Family Support Team,
Ext: 3599, j.burge@npt.gov.uk

Mae'r dudalen hon yn fwriadol wag



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Education, Skills and Culture Cabinet Board

12th September, 2019

Report of the Head of Transformation – Andrew Thomas

Matter for Information

Wards Affected: All Wards

Report Title: 'Reform of School Governance: Regulatory Framework'; Welsh Government's Response.

Purpose of the Report:

To update and inform Members of the outcome to the Welsh Government consultation exercise proposing Regulatory changes to School Governing Bodies.

Executive Summary:

Welsh Government have recently published their response to the consultation exercise they carried out in 2017 regarding a number of proposals surrounding changes to school governing bodies. This report briefs Members on the response to some of the more significant proposals from that consultation.

Background:

A report was presented to Members in January, 2017 with a prepared draft response to the Welsh Government consultation 'Reform of

School Governance: Regulatory Framework'. Members contributed to the draft response at the meeting prior to a final response being prepared and submitted on behalf of the Council.

The consultation sought views on a number of proposals to change Regulations surrounding school governance and the work and constitution of governing bodies. The consultation was some 52 pages in length containing some 81 questions for consideration. Given its size and that more than 400 individual responses were received it is only recently that a response to the consultation has been published by Welsh Government.

This report does not intend to repeat the Welsh Government response in full. Should Members wish to see the response to each of the 81 questions then the document, in its entirety, is available on the Welsh Government website. The link is contained at the end of this report. For the purposes of this report Members attention is drawn to some of the main and more relevant matters of interest.

Response:

Q1 and Q2 asked whether there was agreement with the proposal to introduce skilled governing bodies and whether the skills criteria was appropriately defined. An overwhelming number of responses agreed that governing bodies should be skilled, however, the criteria was too narrow and focused on representatives from the business community. Welsh Government's response is that they will move to implement skilled governing bodies; however, details of how and when they intend to make this change are not stated.

Q3 asked whether parent governors should be appointed for the skills they can offer. Welsh Government have decided not to pursue this proposal at this time as a number of respondents felt that such a process would be undemocratic and some schools were already currently experiencing difficulties with parents engaging with governing bodies.

Q7 asked whether the categories of teacher and staff governor should be amalgamated. Welsh Government have decided not to pursue this proposal as a number of responders raised concerns about possibly disenfranchising non-teacher staff.

Q8 asked whether local authority appointed governors should be limited to one per governing body and the appointment would need to meet the relevant skills criteria set by the governing body. Welsh Government are silent on their response to this specific proposal other than to say that local authorities already have the power to appoint additional local authority governors under the School Standards and Organisation Act.

Q10 similarly asked whether community governor appointments should be limited to one per governing body and the appointment would need to meet the relevant skills criteria set by the governing body. Welsh Government will consider proceeding with this recommendation and link the appointment to a skill-base requirement.

Q13 asked whether a new category of 'co-opted' governor should be created. Welsh Government's response is to consider creating this new category across all schools.

Q15 asked whether the category of additional community governor should be removed. This term relates to the appointment of a governor where a school is located within the area of a Community/Town Council. Welsh Government will consider removal of this category completely.

Q30 asked whether the Chair and Vice-chair of Governors should be elected for a period of up to 4 years. There was an even split response to this point. Welsh Government have, therefore, decided not to proceed with this proposal for the time-being.

Q33 asked whether all staff disciplinary committees should have an independent person as part of the panel. A significant number of responses agreed with this proposal, therefore, Welsh Government will consider introducing a requirement that both the disciplinary and the appeal committees will require an independent person sitting as part of its number. Members will be aware that currently this provision only applies where an employee is accused of an allegation involving child protection matters.

Q55 asked whether an independent person should be appointed to sit on all Headteacher and Deputy Headteacher appointment panels. Whilst most respondents agreed with this proposal concern was expressed as to the numbers of suitably qualified persons to undertake this appointment. Welsh Government have responded to say that they do not intend to proceed with this proposal as individual governing bodies already have the ability to appoint someone outside of the governing body to this panel at their discretion.

Financial Impacts:

No implications

Integrated Impact Assessment:

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes only.

Valleys Communities Impacts:

No implications

Workforce Impacts:

No implications

Legal Impacts:

No implications

Risk Management Impacts:

No implications

Consultation:

There is no requirement for external consultation on this item

Recommendations:

That Members note the contents of this update report

Appendices:

None

List of Background Papers:

Children, Young People and Education Cabinet Report Board Report, 26th January, 2017 <http://moderngov.neath-porttalbot.gov.uk/documents/s27484/Cabinet%20Report%20Jan%2017%20WG%20Consultation.pdf>

Welsh Government Reform of School Governance Framework
Consultation Response Paper

<https://gov.wales/sites/default/files/consultations/2019-04/summary-of-responses-consolidation-and-revision-of-the-school-governance-regulatory-framework-in-wales.pdf>

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Mae'r dudalen hon yn fwriadol wag

**NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
EDUCATION, SKILLS AND CULTURE CABINET BOARD**

12 September 2019

**REPORT OF HEAD OF TRANSFORMATION
ANDREW THOMAS**

MATTER: FOR INFORMATION

WARDS AFFECTED: Pontardawe

**PONTARDAWE ARTS CENTRE BUSINESS PLAN
PROGRESS REPORT.**

1. Purpose of the Report

- 1.1 To update members on the progress made to date on the delivery of the Pontardawe Arts Centre business plan.

2. Executive Summary

- 2.1 Appended as Appendix 1, are the action plan priorities. The appendices details progress to date against each of the identified priorities.
- 2.2 As the attached action plans update shows, the Arts Centre achieved a £31k net subsidy reduction against a target of £20k. There has been a significant shift in the programming philosophy at the centre, whilst still delivering on the Arts Council for Wales grant conditions, the Centre has adopted a more commercial approach to programming. There has also been a significant uplift in the bar trading position, this is down to a complete review of the operation, and a proactive approach to linking potential bar profit to events programmed at the centre.

3. Background

- 3.1 The business plan for Pontardawe Arts Centre was approved by Members at the Education Skills and Culture Board on the 29th November 2018.

- 3.2 The business plan seeks to explore commercial opportunities to generate income that will contribute to a reduction in the operating subsidy, and meeting targets within the forward financial plan.
- 3.3 The business plan recognised the addition of a new cinema is key to sustaining the future of Pontardawe Arts Centre. This development would consolidate the existing audiences and also widens the appeal to new audiences, especially young people, within the community.
- 3.4 The Head of Transformation was granted authority to engage with the Arts Council for Wales to secure a capital grant towards the cost of a new cinema development.
- 3.5 A cinema progress report will be presented at Cabinet Members Briefing on the 11th September 2019.

4. **Financial Impact**

The business plan seeks to reduce the current level of subsidy that Pontardawe Arts Centre receives and to support a more sustainable business model for the Council. Financial target for a reduced subsidy was achieved in 2018-19

5. **Integrated Impact Assessment**

There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

6. **Valleys Communities Impacts**

There is no implications as this report is for monitoring / information purposes.

7. **Workforce Impacts**

There are no workforce issues associated with this report.

8. **Legal Impacts**

There are no legal impacts associated with this report.

9. Risk Management

There are no risk management issues associated with this report.

11 Consultation

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

12 Recommendation

The report is for Information only.

13. Reasons for Proposed Decision

The report is for Information only.

11. Implementation of Decision

The report is for Information only.

12. Appendices

Appendix 1: Pontardawe Arts Centre Business Plan action plan update.

13. List of Background Papers

None

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EDUCATION, SKILLS AND CULTURE CABINET BOARD

Leisure and Culture Scrutiny Sub Committee

5th September 2019

Pontardawe Arts Centre

Business Plan

(Income Generation Plan)

Action Plan Priorities Progress


Tudalen65

Financial Performance 2018-19:

Arts Centre venue operating costs.	Actual 2017-18	Estimate 2018-19	Actual 2018-19
Total Income	(£136,256)	(£216,678)	(£239,985)
Total Expenditure	£381,095	£437,786	£461,027
Nett Expenditure	£244,839	£221,108	£221,041
Bar Profit	(£11,888)	(£15,334)	(£22,875)
Artistic Programme funded by the Arts Council for Wales profit	(£12,016)	(£5,000)	(£8,701)
Total Subsidy	£220,935	£200,774	£189,466

Tudalen 66

Action Plan: Update

Priority	Actions	Contribution to reducing subsidy	UPDATE	 RAG Rating
Arts Council for Wales Revenue Support Grant	Deliver Programme as per revenue support funding agreement 2018-19.	AD Salary £10k Technician Salary £5k	Annual review undertaken in January 19 and resulting in maintenance of revenue funding of £63,197.	
Tudalennau Participation Programme	The review was completed and the new commercial programming philosophy will ensure that the Centre's offer will secure increased footfall, and income.	2018-19 Estimated subsidy Reduction. £20K as per FFP	2018/19 Actual Subsidy Reduction £31k	
Participation Programme	Review the current programme to establish whether pricing and time slots are appropriate. This will result in development of a suite of performance indicators that will be regularly monitored.	£1k	Income figures 2017/18 £19,621 2018/19 £21,400	
Children's Theatre	A more targeted programme for children particularly children's theatre, film and participatory activities.	£1k	Partnership with Mess Up the Mess Theatre Company funded through the Leader programme to	


			take place Sep19 – Aug 20 Youth Engagement programme will include a Youth led programming youth which will feed into this initiative	
Young people	Develop activities targeted at younger audiences, such as Battle of the Bands, dance / drama groups.		As above	
Tudor Strength Music programming	Trial music events that are more targeted at teens and young people in their early twenties. This will be a risk as it is a new audience, possibly a joint programme with the Friends group in the beginning to help it become an established genre.	£1k	We didn't find any appropriate music for youth in this period This is something which will be explored with the youth forum being established	
Film Programming	Cater more for children and families. New releases during half term and school holidays.	£2.5k	2018/19 £20,723 income achieved	
Review Staffing	Linked to the proposed Capital	£8k	As part of	

Structure	investment from ACW which will necessitate a Business Consultant to look at entire PAC operation		consultancy by Richard Newton funded via ACW a proposal has been made for a revised staffing structure to support the extended programme when the cinema is built	
Tudalen69 Volunteer Scheme	Increase volunteer scheme particularly when there is no Receptionist on duty. Volunteers will be available to advise on programme and purchase of tickets	£10k (In kind)	Total volunteer hours 930 Value to PAC £7,440 Application has been put in to Mynydd y Betws to support a part time Volunteer coordinator to undertake a recruitment campaign and induct a fresh tranche of volunteers Volunteering is also part of the Youth Initiative Programme.	
Licenced Bar	The bar will work towards increased	£4k	Bar Profit	

	profit margins and will increase events. Including introducing Street Food Fridays to be programmed monthly after September, Open Day and Friend's Social Events		2017/18 £11,788 2018/189 £22,875	
Expand Hire	Increased promotion for availability of hire of rooms for training and conferencing and private events.	£1k	Income. 2017/18 £20,676 2018/19 £30,612	
Exhibitions & Gallery space	Review the use of the gallery space.	£0.5k	achieved	
Friends of Pontardawe Arts Centre	Work together with the Friends to raise awareness of the venue locally and to promote the venue – particularly the hire of facilities. Encourage businesses to sponsor specific shows and events.	£2.5k	Matched funding of £1k to purchase tech equipment for studio. Resulted in a £4k grant from Mynydd y Betws Contributed £2k towards The Leader Project, £2k towards Mynydd y Betwsproject £465 to purchase	

			<p>upholstery cleaner from Pontardawe Town Council.</p> <p>£540 from Councillor Community fund to purchase crowd barriers</p>	
Marketing	Develop a robust marketing plan, to include the increased use of social media, link with the authorities media section to increase exposure Review the format of the brochure as a marketing tool.	£5k	Marketing will be reviewed in line with recommendations included in the RN report	
Introduce Business Club Sponsorship Scheme	Utilising the venue and Friend's contacts promote and develop a sponsorship scheme in which in return for financial investment sponsors are given no cost and varying value of promotion via existing outlets (eg inclusion in website, brochures, pre-film screenings and flat screens within bar.	£1k	<p>Sponsorship via Friends Peter Lynn and Partners funded external display boards(£721)</p> <p>Charlos and Tamarind donations towards tickets (£550)</p>	
Explore donations	easyfundraising.org.uk allows	£0.5k	Explored but	


	from online shopping and search engines	charities and non-profit organisations to sign up to raise either a small donation, or percentage of money spent, when supporters use the links given to shop with major online retailers.		proved not possible.	
Tudalen72	User/Non user Survey	In partnership with the Friends group carry out a user and non-user survey. Survey to be via Survey Monkey which will better enable the figures to be examined and analysed. Participants accessed on line, in venue and via attendance at town events over the summer months Target of 300 users and 100 non users		Online survey Undertaken in 2018 with 428 respondents. Identified many opportunities for audience development. With suggestions for service improvement which will be addressed.	
	Film Club pricing	Review film club pricing.		Will be reviewed as part of the New Cinema Development.	
	Arts in Health	Explore with ABMU the opportunity to support their Arts Strategy, in particular the Experience and Engagement stream through developing projects in Primary Care. This may include working with the		No enthusiasm from Health side and without full partnership not possible	

	third sector and social prescribing initiatives.			
				 RAG Rating
Tudalen73	New Cinema	<p>To date the Authority has engaged with the Arts Council via its resilience programme, at no cost to the council. As a result of this initial feasibility study, which was commissioned and paid for by the Arts Council, we were invited to progress to stage 2.</p> <p>At this stage a business consultant was engaged, and presented his report to a joint meeting of Arts Council for Wales and Neath Port Talbot officers on the 22nd July 19.</p> <p>The consultant's report identified the positive revenue impact of providing a 70 seater cinema at the Arts.</p> <p>The next stage is to appoint an architect to work up detailed designs.</p> <p>Revised Time Scale October/Nov 19 Engagement of Architect</p> <p>May 2020 – December 2020 Construction.</p> <p>January 2021 Opening of the cinema.</p>		
	New Cinema costs	CMB Sept 11 TH 2019		

Building layout and flow.		Considered as part of the RN report circa £150k Funding sources being investigated.	

Tudalen74

The Friends of Pontardawe Arts Centre Proposed Action Plan for 2018/9

Actions	 RAG Rating
Recruit beneficial support skills for FPAC	GREEN
Register FPAC with the Charity Commission (submitted)	GREEN
Prepare FPAC accounts for YE 31 Dec 2018	GREEN
Aim to increase current membership & retain all members for 2019	GREEN
Secure sponsorship/ patronage support & income from individuals/ businesses	GREEN
Scrutinise any future NPTCBC budget proposals & lobby as required	GREEN
Assist in increasing attendance at the Arts Centre including through promoting use	GREEN
Work in conjunction with NPTCBC to prepare a 3 year business plan based on local community feedback.	AMBER
Identify areas of practical support/ advice to PAC following preparation of a business plan & user/non user research.	GREEN
Work in conjunction with NPTCBC to support grant aid applications for priority capital & revenue projects at PAC including possible cinema pod and external atrium	AMBER

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NEATH PORT TALBOT COUNTY BOROUGH COUNCIL
EDUCATION, SKILLS AND CULTURE CABINET BOARD

12 September 2019

REPORT OF HEAD OF TRANSFORMATION
ANDREW THOMAS

MATTER: FOR INFORMATION

WARDS AFFECTED: All

NEW WELSH GOVERNMENT FREE SWIMMING INITIATIVE.

1. Purpose of the Report

- 1.1 To advise Members on the changes to the Welsh Government Free Swimming Initiative (FSI).

2. Executive Summary

- 2.1 Sport Wales commissioned an independent review of Free Swimming in Wales (UK Research and Consultancy Services Ltd), on behalf of Welsh Government. The review has recommended significant changes to the scheme. (Provided as background paper)
- 2.2 Welsh Government Free Swimming Initiative “FSI a new approach”, is appended as Appendix 1

3. Background

- 3.1 Free swimming in Wales was introduced in 2003. At the time, it was the first national free swimming programme. It aimed to increase participation among young people (aged 16 and under), and older people (aged 60 plus). Free swimming is funded by the Welsh Government and delivered by local authorities, and since 2005 it has been managed by Sport Wales.
- 3.2 To date the scheme was subject to minimum criteria:-

Under 16 provision:

14 hours of free swimming per week per Local Authority area during all school holidays, of which a minimum of 7 hours would be structured aquatic activities.

60+ provision:

As a minimum, this includes free swimming for adults aged 60 and over during all public swimming sessions outside school holidays. Local Authorities are encouraged to extend the provision to all public sessions throughout the year where this is possible.

A minimum of 1 hour per day per Local Authority, and a minimum of 1 hour per week per pool, will be dedicated to a free structured instructor lead activity session such as swimming lessons, aqua aerobics etc. These activities should be targeted locally and ensure inclusive provision for older people, such as:

- 3.3 Celtic Leisure has traditionally provided a range of structured activities and free splash sessions above the minimum requirement.
- 3.4 As referred to in 1.1 an independent review of Free Swimming has been completed, the review has recommended significant changes to the scheme.
- 3.5 The review has recommended the continuation of the Free Swimming scheme, although the outcome requires Local Authorities to deliver in a more targeted way. The scheme will continue to provide free swimming opportunities for all young people under 16-years of age, and every person aged over 60.
- 3.6 Sport Wales expect the balance between the provision for U16 and Over 60s to be addressed, with clear prioritisation of provision being given to u16's.
- 3.7 Sport Wales have acknowledged that the pattern of service provision will change, and this is most likely to result in changes to the access arrangements for the 60 plus age group.

- 3.8 Sport Wales have advised that they envisage that the most likely scenarios for the 60 plus age group will be that free access in the main will be limited to weekend and/or off peak times or a subsidised rate at more popular times.
- 3.9 Sport Wales have said they will expect there to be free provision for over 60's, but this may be alongside a subsidised offer for those who wish to access the scheme on a more frequent or regular basis.
- 3.10 Under the new scheme, a minimum criteria will not be set as a mandate for all Local Authorities, but there is a clear expectation from Sport Wales that for U16 this will be at least one free splash session on weekends in each of the pools, and at least 2 additional sessions per week in addition to the weekend offer during the summer holidays.
- 3.11. Celtic Leisure will be submitting their new Free Swimming Plan based on the new guidelines to Sport Wales for approval, as a condition of the grant. This document is appended as appendix 2

4. Financial Impact

- 4.1 The payment to Celtic Leisure for the Free Swimming Scheme is supported by grant funding received from the Welsh Government (via Sport Wales). The council is only liable to pay Celtic Leisure the actual sum received from the Welsh Government.
- 4.2 In recent years the annual grant received has been £151,500. The whole grant minus circa £15k, paid to NPT College group, for delivering free swimming at Cymmer pool, has been paid to Celtic Leisure.
- 4.3 Sport Wales have advised that from October 2019 the annual grant will be reduced by 50% to £75,500 as a result of the new delivery criteria.

5. Integrated Impact Assessment

- 5.1 There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring / information purposes.

5.2 Sport Wales completed a national impact assessment which is provided as background paper.

6. Valleys Communities Impacts

6.1 There is no implications as this report is for monitoring / information purposes.

7. Workforce Impacts

7.1 There are no workforce issues associated with this report.

8. Legal Impacts

8.1 There are no legal impacts associated with this report.

9. Risk Management

9.1 There are no risk management issues associated with this report.

11 Consultation

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

12 Recommendation

12.1 The report is for Information only.

13. Reasons for Proposed Decision

13.1 The report is for Information only.

14. Implementation of Decision

14.1 The report is for Information only.

15 Appendices

Appendix 1: Free Swimming Initiative (FSI) – a new approach.

Appendix 2: Celtic Leisure free swimming plan 2019 - 20

16. List of Background Papers

1. UK Research and Consultancy Services Ltd
“A Review of Free Swimming in Wales”
2. Sport Wales Impact Assessment

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Mae'r dudalen hon yn fwriadol wag

Appendix 1

Sport Wales

Welsh Government Free Swimming Initiative (FSI) – a new approach

Background

Following the Independent Review of Free Swimming (Free Swimming in Wales: A Review, published by UK Research and Consultancy Services, July 2018) and the subsequent Service Re-Design Report (Free Swimming Programme Service Redesign, published by UKRCS December 2018) Sport Wales have been working with partners to make recommendation to The Welsh Government on the future of Free Swimming.

The overall conclusion of the Independent Review of the Free-Swimming program is that there are now increasing misalignments within it between its objectives, the grant conditions, and the management arrangements. The current approach is not cost-effective, nor does it make the biggest contribution to increasing levels of activity. To highlight the extent of the current performance:

The number of young people benefiting from the scheme is in significant decline and this has been the case since 2013-14. For the 60 plus age group, the Review estimated that only 6% of the target population currently access the programme.

The Review concludes that this decline is not a result of the declining popularity of swimming but is due to a significant reduction in the availability of free swimming sessions – due to increased pressure of local authority mainstream leisure budgets, changes in the free swimming minimum criteria, a shift in emphasis towards free swimming for older people, and reductions in the overall funding and changes to the funding formula.

Against this backdrop, supported by the additional work undertaken with delivery partners post-Review, it is clear that the current scheme needs fundamental change and if it were to continue with the exiting level of investment it would not be offering value for money for the public purse.

In May 2019, following discussions between Sport Wales and The Welsh Government, agreement has been reached in terms of purpose and targeting of a revised Free-Swimming Initiative.

New Delivery Model

The revised delivery model maintains the manifesto commitment to Free Swimming although it will be delivered in a more targeted way and provide flexibility to better meet the needs of local communities. The scheme will continue to provide opportunities for all young people under 16-years of age and every person aged over 60, who wishes to access free swimming. The priority will be to ensure young people from deprived communities have access to “free splash” sessions during summer holidays and weekends, at times most suitable to their needs. The opportunity will vary based on the model applied by the Local Authority, but all models will align with the objectives set out and the new performance measures highlighted below. All models will provide a minimum offer for both U16 and Over 60 swimming this will be set by local need and intelligence on demand.

A minimum criteria will not be set as a mandate for all LAs but there is a clear expectation from Sport Wales that for U16 this will be at least one free splash session on weekends in each of the

pools and at least 2 additional sessions per week in addition to the weekend offer during the summer holidays.

Sport Wales will also expect the balance between the providing for U16 and Over 60s to be addressed with clear prioritisation of provision being given to u16's. Sport Wales will expect there to be free provision for over 60's but this may be alongside a subsidised offer for those who wish to access the scheme on a more frequent or regular basis.

FSI Objective: To improve people's health and wellbeing by increasing the number of people enjoying swimming or aquatic related activities, with the priority target group being young people aged under 16 years from deprived communities.

Future delivery should be set in the context of the Vision for Sport in Wales, Prosperity for All and the Wellbeing of Future Generations Act. In particular,

- **Positive Action** - Priority to be given to those who wish to take part in swimming but face barriers to being active on a regular basis. The main beneficiaries will be young people from deprived communities who will have access to "free splash" sessions during summer holidays and weekends, at times most suitable to their needs.
- **Life Skill** - Promote swimming as a life skill through targeted support for young people 16 years and under.
- **Active Lifestyles** - Improve mental and physical health by enabling young people (16 years and under) and older adults (60+) to lead active lifestyles through swimming.

The new FSI will no longer solely measure pool access but will now focus on actual usage, targeted interventions and report against wider wellbeing outcomes. Improving health and wellbeing such as enjoyment, mental wellbeing and social benefits would be regarded as key performance measures, for the scheme and will be report alongside usage numbers. It should be noted that as a result of implementing these wider impact measurements, it will not be appropriate to compare on a like-for-like basis with the previous FSI. The access for young people to "free splash" sessions during summer holidays and weekends will be closely monitored as part of the plans submitted by local authorities.

Proposed Budget

In addition to the new focus, a revised budget for FSI of £1.5m per annum has been agreed (previously £3m). Local Authorities are requested to submit an 18-month plan that sets out their local approach from October 2019. As part of managing the changes we recognise there is a need to establish a transition period with flexibility in how available budgets are deployed locally. We have allocated additional, transitional funding this year to support the changes and this is set out in the table below,

Financial Year	Budget	Notes
2019-20 Apr – Sept 2019	£1.5m	Full revenue funding to deliver under existing FSI criteria through to 30 September 2019. Flexibility to deploy some of this budget as part of the 18-month plan being implemented from 1 October 2019.

Oct 2019-March 2020	£0.75m £1m Total = £3.25m	Revenue funding to support the 18-month plan being implemented from 1 October 2019. Transitional funding: minor capital works funding to support the 18-month plan being implemented from 1 October 2019.
2020-21	£1.5m	Revenue funding to support the 18-month plan being implemented from 1 October 2019.

Budget Modelling

The Independent Review confirmed that in 2016/17 there was 145,000 free splash sessions for young people at an average cost of £2.30 per swim – a total annual cost of £333,500.

Future Scenario: The annual budget of £1,500,000 is split 60:40 (young people: over 60s)

Young people budget = £900,000. Assuming £220,000 supports structured / learn to swim activities (based on an average of £10,000 per LA), this would leave a budget of £680,000 for free splash sessions during summer holidays and weekends.

Management of the Scheme

2019-20 would be a transition into a new way of working and would encourage Local Authorities to trial a new approach where learning would take place to help shape future work. A steering group made up of representatives across the sector would be responsible for providing future direction and scrutiny to the development of the programme.

The new delivery model refocuses FSI and gives much greater clarity on purpose and expected outcomes. This will allow Sport Wales to adopt a much stronger approach to performance management and add the withdrawal of funding to its repertoire of potential sanctions.

Conclusions

The future delivery model of FSI needs to be seen and promoted through a different mindset by funders, managers, deliverers and users by highlighting the benefits of change. The key message must be about positive change that builds off the successful aspects of the current FSI whilst proactively addressing the findings of the Review. The changes bring about new and exciting opportunities to be active through swimming whilst maintaining the manifesto commitment to free swimming.

Mae'r dudalen hon yn fwriadol wag

Celtic Leisure

New Welsh Government Free Swim Initiative

Background

Sport Wales commissioned an independent review into the Welsh Government Free Swim Initiative. Recommendations from this review have resulted in WG changing the offer with priority set for under 16 on a 60% to 40% split, and a significant reduction in the funding available (50% cut)

Therefore, Celtic will only have approx. £25k to fund 60+ swimming whereby we currently provide over £135k worth of free swimming.

New free swimming initiative Criteria requirement:

- Under 16 - 1 Splash session every weekend at every pool
 2 extra splash sessions per pool per week in the school holidays
 No reference to set structured sessions
- 60+ - No criteria set for 60+ actual description from WG - ‘**should be “splash” provision for over 60’s**’

Celtic New free swimming initiative Proposal

Under 16

Each site will offer 1 splash session each weekend

Each site will continue to run 2 extra splash sessions per week during the school holiday periods.

Learn To Swim = Celtic will work with NPTCC social services to offer Looked After Children FREE spaces on our LTS programme. Each site will provide a number of spaces for LAC to access this key life skill Free of Charge as part of the new FSI.

This proposal meets all 3 of the new priorities by providing the opportunities for those who wish to take part in swimming but face barriers to participation, promotes swimming as the key life skill for this group and provide an Active Lifestyle for these individuals with impact measured via Datahub.

- **Positive Action** – Priority to be given to those who wish to take part in swimming but face barriers to being active on a regular basis

- **Life Skill** – Promote swimming as a life skill through targeted support for young people 16 years and under
- **Active Lifestyles** – Improve mental and physical health and wellbeing by enabling young people (16 years and under) and older adults (over 60's) to lead active lifestyles through swimming

Evidence to show impact:

Datahub **Social Value** Calculator will be used to show the impact swimming within NPTCC has on the wider community within this age group. Through the following factors:

Health: CHD stroke; Breast Cancer; Colon Cancer; Diabetes; Dementia; Depression; Reduced GP visits

wellbeing

Educational attainment

Reduced crime.

Benchmark – starting point will be impact currently recorded via Datahub.

No. of visits

% of available LTS spaces taken up by LAC

Case Studies – staying within GDPR requirements case studies will be collated from Social Services for children taking part in the Free LTS sessions. Has the LTS programme supported the child.

60+ Provision:

With the significant reduction in funding for 60+ free swimming, Celtic are proposing to focus on supporting individuals with the greatest need. Therefore, free swimming will still be offered to all 60+ residents living within the most deprived wards in NPTCC.

The definition of the ‘most deprived’ has been taken from the Welsh Index of Multiple Deprivation (WIMD) which is designed to identify the small areas in Wales that are the most deprived. To be classed as within the ‘most deprived’ area. The LSOA has to be in the top 10% of the most deprived areas in Wales

There are 12 wards across NPTCC that fall within the top 10%.

LSOA Name (English)	WIMD LSOA Rank
Cymmer	22

Sandfields West 2	72
Aberavon 4	79
Sandfields East 2	89
Neath North 2	112
Neath East 1	122
Briton Ferry West 1	123
Sandfields West 3	133
Aberavon 3	145
Neath East 2	148
Aberavon 2	166
Gwynfi	177

60+ residents living within these 12 wards will be offered Free Swimming during all public sessions across the Celtic pools. Residents will have to provide 'proof of addresses along with proof of ID to receive this entitlement.

To sit alongside this Celtic also proposes to offer Free Swimming for all NPTCC residents in receipt of Pension Credit. Therefore, those with the greatest need for support to help live healthy, active lifestyles receive it.

This proposal meets the 2 required new priorities by providing the opportunities for those who wish to take part in swimming but face barriers to participation and provides an Active Lifestyle for these individuals with impact measured via Datahub.

- **Positive Action** – Priority to be given to those who wish to take part in swimming but face barriers to being active on a regular basis
- **Active Lifestyles** – Improve mental and physical health and wellbeing by enabling young people (16 years and under) and older adults (over 60's) to lead active lifestyles through swimming

Sites will still offer 1 free swimming session per week per pool during 'off peak' times as per the recommended approach from WG and provide an opportunity across NPT for all 60+ residents to access free swimming.

Due to the significant cut in funding Celtic can only offer limited subsidised swimming opportunities for 60+ residents not in the WIMD 10% or on pension credit.

Normal adult swim is £4.30, Celtic proposal is to offer a subsidised free swim of £2 a session. This will be purchased in a block of 10 swims, via a 60+ Free swim card, which will be £20. (these are valid for 1 year from date of purchase)

For those participating more frequently in swimming a monthly Direct Debit option will be offered also at £20 per month. This will only be available for 60+ as it is significantly subsidised to support 60+ access to Swimming and only valid for free public swimming.

An upfront 6-month and 12-month pass will also be offered

6 months = £120

12 months = £220 (12 months for price of 11)

60+ structured sessions:

There is no stipulation to offer 60+ structured sessions from 1st October 2019 as WG focus is on under 16 Free Swimming but Celtic have a number of 60+ structured sessions running each week which we would like to try and continue to support via the new subsidised offer.

The proposal is to charge a nominal fee of £1 per person for the structured activities currently offered to ensure Celtic can afford to continue to provide these vital activities for the community.

Evidence to show impact

Datahub Social Value Calculator will be used to show the impact of swimming within NPT has on the wider community within this age group. Through the following factors:

Health: CHD stroke; Breast Cancer; Colon Cancer; Diabetes; Dementia; Depression; Reduced GP visits,

wellbeing

Benchmark – starting point will be impact currently recorded via Datahub.

No. of visits

% uptake for residents within WIMD top 10% or **receiving pension credit**. Celtic has a current benchmark for WIMD top 10% accessing 60+ free swim

Case Studies – staying within GDPR requirements case studies will be collated from 60+ users accessing free swimming. Target 1 user per site, twice per year.