

Service Report Card 2016-2017

Challenge Adviser Service

Section 1: Brief description of the service

The Challenge Adviser team works with all primary, secondary and special schools in Neath Port Talbot. We also work as part of the Eastern Hub (Swansea & Neath Port Talbot) within the region of ERW (6 Local Authorities in south west Wales). We challenge schools on their performance, standards, provision and leadership. We also provide a bespoke ladder of support for all schools depending on need. We use a national model to categorise schools. Schools categorised as Green are highly effective, followed by Yellow schools, Amber and finally Red schools which are causing concern. The colour determines the amount of support each school gets (Green – 4 days, Yellow – 10 days, Amber 15 days and Red – 25 days)

The current team consists of Mike Daley (Lead Challenge Adviser), Andrew Herbert (Leadership), Rob Purchase (Assessment), Jen Malcolm (NQT & Pupil Deprivation Grant), Sarah Griffiths (Safeguarding & Foundation Phase), Anne Stoker (Teaching & Learning) and Meirwen Watts (Welsh Education Strategic Plan). The literacy, numeracy and Digital Competency development officers who support the Challenge Adviser team and are Allison Beynon, Ceri Raisbeck and Darren Long respectively. The Welsh 2nd language team comprises of Gill Richards (0.6 hours) and Alison Streefland.

Our current priorities are all connected with improving outcomes for pupils of all ages, improving teaching and learning and also leadership at all levels. These are the three ERW Business plan priorities.

Section 2: Overall Summary of Performance for 2015-16 Financial Year

There is good evidence to demonstrate that the intelligence we now have on NPT schools is significantly greater than two years ago. 69% of our primary schools and 90.9% of our secondary schools were categorised as highly effective and effective in the 2014-15 academic year. In addition, 79.6 % of our pupils are educated within a highly effective and effective school. This is an improvement on 2013-14 academic year of 78.5%. As a team we have far greater involvement in monitoring pupils' work, teacher's lessons and the capacity for improvement in every school. This is reflected in the quality of reports, training and inspection outcomes. We have very few schools in an Estyn category (Llansawel) We have 3 schools in Local Authority monitoring (Blaenbaglan, Groes and Catwg), and 8 in Estyn follow-up (Y Wern, Cilffriw, Cymer, Maesmarchog, Sandfields, Tairgwaith, Crymlyn and Rhos). Two schools are currently pending the report being published (Gnoll and Awel y Mor). The quality of LA reports to Estyn has improved. All Challenge Advisers are now Estyn trained.

All schools now have a consistent approach to writing the two key documents, the SER & SDP. There has been significant training on both. The ability to analyse data has been greatly improved at both senior leadership level on the teaching staff and at governor level. The shift in emphasis to the standards in pupils' books/work has seen the greatest impact on teaching and learning. All schools now have access to a new lesson observation tool to help target areas for improvement in a more systematic manner. Nearly all schools now focus on this area and we have seen significant improvements. Challenge Advisers have led the STAP (Securing Teacher Assessment Programme) in Neath Port Talbot schools. This has led to a significant improvement in the rigour and robustness of assessment Programmes. School to school transformation is a key Welsh Government objective and is at the early stages of development both locally and regionally.

Our revised budget for 2015-16 was £447,934. We are currently on course to meet all expected savings and do not foresee any underspend.

Our 2015-16 average sickness Full Time Equivalent days lost figure of 10 days is slightly above the Council's average of 9.7 days.

We did not have any complaints during the year. We received positive feedback from various workshops we held during the year.

**Section 3:
Service Priorities 2016-17**

Priority	Actions to deliver priority	Officer Responsible	Timescale	What will be different? Measures and/or Outcomes
1: Complete All core visits in all NPT schools	<p>Provide for support for schools.</p> <p>Determine the level of support for schools and arrange support from the regional menu.</p>	Mike Daley	Sept- Dec. 2016	<p>All schools will be visited – Number of core visits</p> <p>More schools in Green (highly effective) and Yellow (effective) category (links to Corporate Improvement Plan objective - Better Schools, Brighter Prospects).</p>
2: Further improve support for leadership	<p>A regional leadership programme for primary and secondary. Delivered by practitioners and designed and agreed at both regional and local level by the Regional strategy board and local Headteachers.</p> <p>Regular leadership workshops involving both secondary and primary examples of good practice identified either during</p>	Andrew Herbert & Mike Daley	Sept. 2016- Apr. 2017	<p>More schools in Green (highly effective) and Yellow (effective) category ((links to Corporate Improvement Plan objective - Better Schools, Brighter Prospects).</p>

	core visits or by Estyn			
3: Support for strengthening the end-to-end assessment process	<p>A national verification programme which is moderated and monitored by all four regional consortiums.</p> <p>All schools to continue to develop and improve the accuracy of teacher assessments both internally and at cluster level.</p>	Rob Purchase & Mike Daley	Sept. 2016- Apr. 2017	More accurate and reliable Teacher Assessments (TA)
4: We will continue to implement our strategy for the provision of Welsh medium education in Neath Port Talbot	<p>A new WESP plan to be created and consulted upon by December 2016</p> <p>We will continue to support and further develop Welsh language education in schools and in the wider communities and how we plan for future growth</p>	Meirwen Watts & Mike Daley	Sept. 2016- Apr. 2017	<p>Measure progress on the 7 WESP Outcomes.</p> <p>(Links to Corporate Improvement Plan objective - Better Schools, Brighter Prospects).</p>

Section 4: Service Performance Quadrant 2016-17

Priority 1 - Complete All core visits in all NPT - In the 2015-16 academic year the Challenge Adviser team visited all Neath Port Talbot schools. This round of Autumn core visits will begin towards the end of September 2016 and be completed by the end of the Autumn term 2016. As a result we hope to see more Green (highly effective) and Yellow (effective) Schools.

Priority 2 - Further improve support for leadership – The Challenge Adviser with responsibility for developing leadership in Neath Port Talbot schools is Andrew Herbert. During the first quarter there have been a number of leadership workshops for all Headteachers and Deputy Headteachers. The workshops incorporate at least four examples of best practice from Neath Port Talbot schools. The best practice has been identified either by Challenge Advisers or Estyn. At secondary level Headteachers have collaborated with Andrew Herbert to design a local model, which has been agreed regionally, of leadership development. Each school has nominated a member of staff for the two term course which will be delivered by a range of schools identified regionally and locally as having best practice. The course also carries external validation and is in collaboration with the University of Wales at Trinity St. David's. As a result of these courses we hope to improve the quality of leadership further and this should impact on the number of Green (highly effective) and Yellow (effective) Schools.

Priority 3 - Support for strengthening the end-to-end assessment process – As part of Welsh Government's "end-to-end" assessment process, all schools (apart from special schools) participated in a systematic and robust process of cluster assessment and moderation at Foundation Phase, key stage 2 and key stage 3, overseen by ERW/LA officers and verified officially by Welsh Government verifiers. A key focus of the programme is to strengthen the accuracy and consistency of teacher assessment through high-quality feedback to teachers, head teachers and local authorities/regional consortia. Qualitative reports from ERW/LA officers and WG verifiers provided evidence that the process was carried out at least well (i.e. rigorously and robustly) by all clusters of schools in NPT.

Schools will be supported to ensure that the quality of evidence used for teacher assessment is reliable and consistent so that learners' work represents full curriculum coverage and that teacher assessment has sufficient detail to support the levels awarded. Schools will be encouraged and supported to ensure that moderation and standardisation at both individual school level and at cluster level is an established practice and to ensure that sufficient time is devoted to the process. Schools will be encouraged and supported to start the process of compiling suitable learner profiles at an early stage in the academic year so that accurate judgements can ultimately be made when awarding national curriculum levels at the appropriate time i.e. June 2017.

Priority 4 - Creating and delivering the Welsh in Education Strategic Plan (WESP) 2017-2020 – The WESP forum has met on a termly basis and monitored the progress of the seven outcomes. The Challenge Adviser who leads on the WESP is Meirwen Watts and she has met regionally with colleagues who coordinate in their region. There have been regular meetings with colleagues in Welsh Government as the new three-year plan is to be created before December 2016. This will involve a significant consultation process and there is a new method of collating and planning for the seven outcomes, which remain, unchanged. There has been a slight decline in the number of pupils entering Welsh medium education and this is being tackled by improving links with pre-school providers in order to explain the benefits of Welsh medium education. The transfer of pupils from Welsh medium primary schools to secondary remains good. At the end of key stage 4 there was a decline in outcomes in both Welsh first and second language. There are significant demands on the support team for Welsh 2nd language team as there are only two members of staff and one is part time. The current model of working requires both staff members to cover all English medium primary schools.

Measure	2014-15 Actual (2013-14 Academic year)	2015-16 Actual (2014-15 Academic year)	2016-17 Actual (2015-16 Academic year)
Service Measure 1: Complete All core visits in all NPT schools – Number of core visits (Priority 1)	All schools visited 76	All schools Visited 68	All schools visited in 2015-16 academic year 64 Core visits will commence in September 2016 for the 2016-2017 academic year.
Service Measure 2: More schools Green (highly effective) and Yellow (effective) categories (Priority 1 & 2)	68%	73%	Data available December 2016
Service Measure 3: More seven-year-olds being taught through the medium of Welsh (Priority 4)	18.8%	18.3%	Data available January 2017
Service Measure 4: More learners continuing to improve their language skills on transfer from primary to secondary school (Priority 4)	76.5%	80.7%	Data available October 2016
Service Measure 4: More learners aged 14 – 16 studying for qualifications through the medium of Welsh (Priority 4)	170	149	80% (Welsh Government target is 62%)

Service Measure 4: More learners with higher skills in Welsh (Priority 4)	Welsh 1 st language GCSE 80.6% Welsh 2 nd language GCSE 82.7% Ystalyfera Level 2+ 69.4% Ystalyfera Level 1+ 99.4%	Welsh 1 st language GCSE 71.7% Welsh 2 nd language GCSE 79% Ystalyfera Level 2+ 63.7% Ystalyfera Level 1+ 97.3%	Data available December 2016	
Corporate measure (CM01): a) Number of transactional services fully web enabled b) Number of transactional services partially web enabled	0	0	n/a	n/a

*Whilst our service does not have any fully web enabled / partially web enabled services due to the nature of our service, we do contribute to the ERW website and this provides information to the public.

**Section 5:
Financial Quadrant 2016-17:**

SUMMARY of financial performance

The service now has seven full time Challenge Advisers. Five Challenge Advisers are full time and permanent. Two are seconded Headteachers. The previous overspend of 1% was largely due to incorporating a seconded secondary member of staff for one term and also accommodating temporary staff for a small period of time. This is unlikely to be repeated and we fully expect to make savings of £60,000.

Measure	2014-15 Actual (Full Year)	2015-16 Actual (Full Year)	2016-17 Qtr. 1 (projected to year end)
Corporate Measure (CM02): % revenue expenditure within budget	8% underspend	1% overspend	0% over/underspend
Revenue Budget £597,352	£604,634	£447,934	£597,352
Corporate Measure (CM03):			£
Amount of FFP savings			60,000
Amount of FFP savings at risk			On Target

**Section 6:
Employee Quadrant 2016-17**

All Challenge advisers have either undertaken performance management (those on teacher's pay and conditions) or have moved across to the Corporate performance appraisal process. All targets are in line with the ERW Business plan, which is aligned with the NPT Plan. All staff have regular reviews of performance in line with corporate policy.

Sickness is slightly above the Directorate and council average. This is due to one individual who is suffering from a long-term sickness and fully cooperates with the managing sickness policy of the Local Authority.

Measure	2015-16 Actual (Full Year)	2015-16 Qtr. 1 (cumulative)	2016-17 Qtr. 1 (cumulative)
Corporate Measure (CM04): Average FTE (full time equivalent) working days lost due to sickness absence			
Service: Challenge Advisers	10.0 days	3.0 days	2.0 days
Total Service FTE days lost in the period	70	18	16
ELLL Directorate:	9.0 days	2.2 days	2.3 days
Council:	9.7 Days	2.2 Days	2.4 Days

	2015-16 Actual (Full Year)	2015-16 Qtr. 1 (cumulative)	2016-17 Qtr. 1 (cumulative)
Corporate Measure (CM11): Staff engagement Measure	New	New	Under Development
Corporate Measure (CM05): % of staff who have received a performance appraisal during 2016-17 (Target 100%) Number of staff who have received a performance appraisal during 2016-17	100% 7	Data available December 2016	
Corporate Measure (CM06): Number of employees left due to unplanned departures	0	0	0

Section 7: Customer Quadrant 2016-17

There have been no formal complaints about the Challenge Adviser team and there have been no appeals from any school with regard to the categorisation process.

Note 1: We have a high level (approx. 98%) of customer satisfaction from the evaluations we hold on courses provided and the survey of all Headteachers held at the end of each Autumn term is always very complimentary of the team.

Measure	2015-16 Actual (Full Year)	2015-16 Qtr. 1 (cumulative)	2016-17 Qtr. 1 (cumulative)
Corporate Measure (CM07): Total number of complaints			
Internal	0	0	0
External (from the public)			
Corporate Measure (CM08): Total number of compliments			
Internal	0	0	0
External (members of the public)			
Corporate Measure (CM09): customer satisfaction measure/s		See note 1	