

# **NEATH PORT TALBOT COUNTY BOROUGH COUNCIL**

## **Education, Skills and Culture Cabinet Board**

**12 January 2018**

### **Report of the Director of Education, Leisure and Lifelong Learning Aled Evans**

#### **Matter for Decision**

**Wards Affected: All Wards**

#### **ELLL Directorate Delivery Plan**

##### **1. Purpose of Report**

- 1.1 To ask that Education, Skills and Culture Cabinet Board approve the relevant section of the business plan that falls under their remit for the Directorate of Education Leisure and Lifelong Learning 2017-20.

##### **2. Background**

- 2.1 The local authority is committed to creating an environment that secures access to learning provision and opportunities for all children, young people and adults in order that they reach their potential and their ambition.

Our vision is to champion the needs of all learners, particularly our vulnerable and disadvantaged, and build strong relationships with families, schools and communities.

We want to ensure that learning is a safe, nurturing and fulfilling experience in all settings, where there is respect and due regard to equality, diversity and inclusion.

We will work in partnership to ensure that schools and other providers meet the learning needs of all their pupils and students, building professional capital and collective responsibility throughout the system and ensuring that literacy and numeracy are at the heart of learners' development.

We are driven by the national mission that children and young people should develop as:

- ambitious, capable learners;
- enterprising, creative contributors;
- ethical, informed citizens; and
- healthy, confident individuals.

We believe that one of our key responsibilities is to remove the barriers to learning and aspiration by convening and working in partnership with other services and agencies that touch the lives of children and young people.

In partnership, we are prioritising:

- more intensive family support services aimed at increasing educational aspiration and participation;
- early identification and support for mental illness and promoting emotional health and wellbeing;
- to build on current support mechanisms relating to domestic violence;
- to secure clear and proactive interventions to deal with alcohol and drug abuse.

We will work in partnership with schools and other key providers to deliver:

- a high quality learning offer from pre-school to adult provision;
- bespoke support for our most vulnerable learners;
- youth service activity that engages children and young people;
- access to leisure and cultural activities that will enrich the lives of citizens;
- community based provision that enhances employability, digital and social inclusion, and wellbeing; and
- a range of support services that respond to the needs of the citizens of this authority.

### **3. Monitoring, Review and Delivery**

3.1 The Directorate Delivery plan will be reviewed with the relevant Cabinet Members on a quarterly basis.

3.2 The purpose of this document is to capture the key Directorate priorities over the next three years and to articulate our shared performance ambitions. The plan identifies the outcomes that we need to achieve to become excellent. The strategies needed to realise these ambitions are detailed in individual service delivery plans that sit beneath this document.

Each delivery plan will focus on annual priorities aligned to the objectives set within this document with an outline priority map for the following two years. Plans will identify a manageable number of priorities and articulate the actions needed to improve performance over the lifetime of the plan. Service managers will be performance managed on plan implementation and delivery partners such as ERW will be held to account on relevant areas.

All plans will be subject to regular SMT review and monitoring through discussions and scrutiny of formal report cards. Progress on performance will be reported to elected members via the relevant Board Committees.

3.3 Plans that will form part of the new performance and risk management software (CAMMS) will be developed by each Accountable Manager, which will contain detailed information on performance indicators and targets for improvement. These will be reviewed by the Head of Transformation and Head of Participation and respective Coordinators, on a quarterly basis to ensure that each team is on track to deliver the actions set out in the business plan.

3.4 All employees within the Directorate will have a performance appraisal which will identify appropriate personal objectives based on the business plan, to ensure the link between the priorities of the Council and each member of staff is maintained. The performance appraisal will also identify learning and development activities to support the delivery of the priority actions.

#### **4. Recommendation**

It is recommended that Members approve the relevant sections of the ELLL Directorate Development Plan that falls within their remit as attached as Appendix 1 to this report.

##### **Reason for Decision**

In order to meet the requirements of the Performance Management Framework.

##### **Implementation of Decision**

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

#### **5. Equality impact assessment**

There is no requirement for an equality impact assessment.

## **6. Workforce impacts**

The Directorate Development Plan seeks to ensure that all employees within ELLL have clear priorities and objectives, as part of the Council's performance management framework.

## **7. Legal impacts**

There are no legal impacts arising from this report.

## **8. Financial impacts**

The Directorate Development Plan has been developed on the basis of a reduced budget allocation to be made available to the Directorate for 2017 / 2018, as agreed by Council in March 2017. Total budget for DELLL is £103,499,000, the bulk of this funding is directly delegated to schools (£79,952,000).

## **9. Consultation**

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

## **10. Risk Management**

Risk Management issues are identified within the plan

## **11. Appendices**

Appendix 1 – Education Leisure and Lifelong Learning Directorate Development Plan September 2017-20

## **12. Background Papers**

NA

## **13. Officer Contact**

For further information on this report item, please contact 01639 763226  
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