

CITY AND COUNTY OF SWANSEA

NOTICE OF MEETING

You are invited to attend a Meeting of the

CABINET

At: Council Chamber, Guildhall, Swansea

On: Thursday, 17 November 2016

Time: 10.00 am

Chair: Councillor Rob Stewart

Membership:

Councillors: M C Child, W Evans, R Francis-Davies, J E C Harris, D H Hopkins, A S Lewis, C E Lloyd, J A Raynor and C Richards

The use of Welsh is welcomed. If you wish to use Welsh please inform us by noon on the working day before the meeting.

AGENDA

Page No.

1. **Apologies for Absence.**
2. **Disclosures of Personal and Prejudicial Interests.**
www.swansea.gov.uk/disclosuresofinterests
3. **Minutes.** 1 - 5
To approve & sign the Minutes of the previous meeting(s) as a correct record.
4. **Leader of the Council's Report(s).**
5. **Public Question Time.**
Questions must relate to matters on the open part of the Agenda of the meeting and will be dealt within a 10 minute period.
6. **Councillors' Question Time.**
7. **Revenue and Capital Budget Monitoring 2nd Quarter 2016/17.** 6 - 24
8. **Local Authority Governor Appointments.** 25 - 26
9. **Social Services Budget Virements.** 27 - 36
10. **Welsh in Education Strategic Plan 2017-2020.** 37 - 70

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|--|---------|
| 11. Exclusion of the Public. | 71 - 74 |
| 12. Disposal of Dan Y Coed Training Centre, West Cross, Swansea SA3 5AL. | 75 - 80 |

Next Meeting: Monday, 12 December 2016 at 3.00 pm



Huw Evans
Head of Democratic Services
Tuesday, 8 November 2016

Contact: Democratic Services - Tel: (01792) 636923

CITY AND COUNTY OF SWANSEA

MINUTES OF THE CABINET

HELD AT COUNCIL CHAMBER, GUILDHALL, SWANSEA ON
THURSDAY, 20 OCTOBER 2016 AT 3.00 PM

PRESENT: Councillor R C Stewart (Leader of the Council) Presided

Councillor(s)

M C Child

J E C Harris

C E Lloyd

Councillor(s)

W Evans

D H Hopkins

J A Raynor

Councillor(s)

R Francis-Davies

A S Lewis

Apologies for Absence

Councillor(s): C Richards

64. **DISCLOSURES OF PERSONAL AND PREJUDICIAL INTERESTS.**

In accordance with the Code of Conduct adopted by the City and County of Swansea, the following interests were declared:

- 1) Councillor C E Lloyd declared a Personal Interest in Minute 74 "Local Authority Governor Appointments".

65. **MINUTES.**

RESOLVED that the Minutes of the meeting(s) listed below be approved and signed as a correct record:

- 1) Cabinet held on 15 September 2016.

66. **LEADER OF THE COUNCIL'S REPORT(S).**

- 1) **Item 18 "FPR 7 – Update – City Centre Regeneration Land Assembly – Demolition of Oceana Building"**

The Leader of the Council referred to the fact that due to the report having been leaked to the press, the majority of its content was in the public domain. He stated that he had discussed the issue with the Interim Monitoring Officer and legal advice will be given as to the public interest test and dealing with the report in open session. The report will be dealt with after public and Councillor question time.

67. **PUBLIC QUESTION TIME.**

No questions were asked.

68. **COUNCILLORS' QUESTION TIME.**

No questions were asked.

69. **EXCLUSION OF THE PUBLIC.**

Having had advice from the Interim Monitoring Officer as to the information already available in the public domain and the application of the public interest test, Cabinet considered the Public Interest Test in deciding whether to exclude the public from the meeting.

RESOLVED that the following item be held in the open part of the meeting.

70. **FPR7 – UPDATE - CITY CENTRE REGENERATION LAND ASSEMBLY-
DEMOLITION OF OCEANA BUILDING.**

The Cabinet Member for Enterprise, Development and Regeneration presented a report which provided an update on the current situation regarding the demolition of the former Oceana building and to outline the need to commit further funding to complete its demolition.

RESOLVED that the budget provision to reflect the negotiated final account value of £3.7 Million together with amended terms to bi-monthly valuation payments and capped retentions to 3% of the original contract value be approved.

71. **SCRUTINY INQUIRY INTO CHILD & ADOLESCENT MENTAL HEALTH
SERVICES.**

Councillor M H Jones, of the Child and Adolescent Mental Health Scrutiny Inquiry Panel presented a report which outlined the findings, conclusions and recommendations resulting from the Panel's inquiry into Child and Adolescent Mental Health.

RESOLVED that:

- 1) The report be received;
- 2) The relevant Cabinet Member be tasked with providing a report to Cabinet on 15 December 2016 with a written response to the scrutiny recommendations and proposed action(s) for Cabinet decision.

72. **SCRUTINY INQUIRY INTO BUILDING SUSTAINABLE COMMUNITIES.**

Councillor T J Hennegan, of the Building Sustainable Communities Scrutiny Inquiry Panel presented a report which outlined the findings, conclusions and recommendations resulting from the Panel's inquiry into Building Sustainable Communities through Community Action.

RESOLVED that:

- 1) The report be received;
- 2) The relevant Cabinet Member be tasked with providing a report to Cabinet on 15 December 2016 with a written response to the scrutiny recommendations and proposed action(s) for Cabinet decision.

73. **CONTRACT AWARD AND CAPITAL PROGRAMME AUTHORISATION FOR THE REFURBISHMENT OF PENTREHAFOD COMPREHENSIVE SCHOOLS EXISTING SCHOOL BUILDINGS.**

The Cabinet Member for Finance and Strategy presented a report which sought approval to commit the revised costs for the refurbishment of Pentrehafod Comprehensive School subject to confirmation of the grant and entering into a contract with Welsh Government (subject to planning approval) to the Capital Programme.

The report also sought authorisation to award the second stage contract to Morgan Sindall, under the agreement that the contractor must obtain planning approval and all risks associated with not achieving planning approval are those of the contractor, and subject to confirmation of the grant and entering into a contract with Welsh Government (subject to planning approval).

RESOLVED that:

- 1) The capital project with revised costs as detailed together with the financial implications set out in Appendix A of the report be approved, subject to confirmation of the grant and entering into a contract (subject to planning approval) with Welsh Government; and
- 2) The 2nd Stage Contract for the refurbishment, remodelling and extension works to Pentrehafod School be awarded to Tender No. 1 (Morgan Sindell) subject to confirmation of the grant and entering into a contract (subject to planning approval) with Welsh Government.

74. **LOCAL AUTHORITY GOVERNOR APPOINTMENTS.**

The Cabinet Member for Education presented a report which sought approval of the nominations submitted to fill Local Authority (LA) Governor vacancies on School Governing Bodies.

RESOLVED that:

- 1) The following nominations be approved as recommended by the LA Governor Appointments Panel:

1)	Bishop Gore Comprehensive School	Mrs Margaret (Peggy) George
2)	Ysgol Gyfun Bryn Tawe	Mr David Meirion Howells

75. **ADULT SERVICES COMMISSIONING REVIEWS CONSULTATIONS.**

The Cabinet Member for Adults and Vulnerable People presented a report which sought agreement to proceed to public consultation surrounding the Adult Services Service Model and preferred options emerging from the Domiciliary Care Commissioning Review.

RESOLVED that the matter proceed to public consultation.

76. **ANNUAL REVIEW OF PERFORMANCE 2015/16**

The Cabinet Member for Finance and Strategy and Cabinet Member for Transformation and Performance jointly presented a report which outlined the review of progress made by the Council in meeting the priorities, actions and targets set out in Delivering for Swansea the Corporate Plan for 2015-2017 as required by Part 1 of the Local Government (Wales) Measure 2009.

RESOLVED that the Annual Review of Performance 2015-2016 be approved.

77. **EQUALITY REVIEW REPORT 2015-16.**

The Cabinet Member for Transformation and Performance presented a report which outlined the Annual Equality Review Report for 2015-2016 as required by the Public Sector Equality Duty for Wales.

RESOLVED that the report content be approved for publication and submission to the regulator.

78. **THE MANAGEMENT OF FUTURE RISKS OF FLOODING FROM THE EFFECTS OF CLIMATE CHANGE.**

The Cabinet Member for Enterprise, Development and Regeneration presented a report which sought agreement to commit to the implementation of a Strategic Flood Risk Management Strategy to protect Swansea's Central Area and secure its potential for future development and investment.

RESOLVED that:

- 1) Cabinet make a formal commitment to develop long term proposals for a Strategic Flood Risk Management Strategy for Swansea's Central Area;
- 2) The Vetch Flood Consequence Assessment be formally submitted to Natural Resources Wales and incorporate a statement that the City and County of Swansea will make a long term commitment to implement a Strategic Flood Risk Management Strategy for Swansea's Central Area.

79. **RELOCATION OF WHITETHORNS INTENSIVE DAY SERVICE (MORRISTON) TO ACACIA ROAD, WEST CROSS, SWANSEA**

The Cabinet Member for Adults and Vulnerable People presented a report which sought agreement to relocate Whitethorns Intensive Day Service (WIDS), Morriston to Acacia Road, West Cross (formerly a Learning Disability Respite Service).

RESOLVED that:

- 1) The Whitethorns Intensive Day Service remain as currently located.

80. **CORPORATE COMPLAINTS ANNUAL REPORT 2015/2016.**

The Cabinet Member for Transformation and Performance presented an information report which outlined the operation of the Corporate Complaints Team, highlighting the number, nature and outcome of complaints against the Authority, together with details of lessons learned and service improvements.

The following reports were also presented as part of the wider report:

- Adult Social Services Complaints – He stated that Paragraph 5.2 of this Annual Report needed to be corrected to read as follows:

“5.2 One failure was identified by the Ombudsman in relation to Swansea this year. A summary of this complaint and the Ombudsman’s recommendations can be viewed in Issue 23 of the Ombudsman’s casebook at:

<https://www.ombudsman-wales.org.uk/en/publications/The-Ombudsmans-Casebook.aspx>

All of the Ombudsman’s recommendations were accepted and corrective actions have been undertaken accordingly”.

- Child and Family Services Complaints;
- Freedom of Information Act;
- Regulation of Investigatory Powers Act.

The meeting ended at 4.17 pm

CHAIR

Published 24th October 2016

Agenda Item 7.

Report of the Cabinet Member for Finance and Strategy

Cabinet - 17 November 2016

REVENUE AND CAPITAL BUDGET 2nd QUARTER REPORT 2016/17

Purpose:	To report on financial position of the Council re 2016/17 revenue and capital budgets, including the delivery of budget savings.
Policy Framework:	Budget 2016/17 Sustainable Swansea –fit for the future
Reason for Decision:	To note any significant variations from the agreed budget 2016/17 and savings plan and the actions planned to achieve a balanced budget.
Consultation:	Cabinet Members, Corporate management Team, Legal Services and Corporate Equalities Unit.
Recommendation:	It is recommended that the comments and variations in this report, and the actions in hand to address these, are noted.
Report Author:	Ben Smith
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Sherill Hopkins

1. Background and Introduction

1.1 This report details forecast variations from the agreed budget for 2016/17, including the latest assessment of the delivery of savings.

1.2 In respect of Revenue Budgets, this report provides a consolidated forecast which combines:

- projected variations (mainly shortfalls) in relation to budget savings agreed by Council in February and March 2016
- Variations arising from other service pressures not directly linked to specific savings plans (e.g. increased demand)

1.3 The report includes comments from Directors in relation to the variations highlighted and the action that is in hand or proposed as appropriate.

2. Revenue Outturn Forecast Based on September 2016 Position

2.1 Appendix 'A' to this report details the approved Revenue Budget for 2016/17 and the forecast variation at this time.

2.2 Other than projected variations on Directorate expenditure, it is too early to forecast variations that may arise on significant Corporate items including the level of Council Tax collection (and potential surplus) – it is assumed at the current time that this remains largely as per the approved budget.

2.3 The overall Directorate position is summarised below:-

DIRECTORATE

	FORECAST VARIATION 2016/17 £000	SAVINGS VARIATION 2016/17 £000	OTHER VARIATION 2016/17 £000
CORPORATE SERVICES	1,525	1,815	-290
PEOPLE - POVERTY AND PREVENTION	-200	0	-200
PEOPLE - SOCIAL SERVICES	3,382	1,567	1,815
PEOPLE - EDUCATION	1,677	620	1,057
PLACE	-1,459	528	-1,987
ADDITIONAL SAVINGS STRANDS - TO BE ALLOCATED	2,000	2,000	0
<i>NET DIRECTORATE EXPENDITURE</i>	6,925	6,530	395

2.4 Directors' comments on the above variations are shown at appendix 'B' :-

2.5 The position on cross cutting savings is dependent on savings being identified and, more importantly, agreement to reflect those savings within the detail (not just the place holding target amounts) of Directorate Budgets for 2016/17. It is clearly essential that work continues in this area if the forecast budget outturn is to be improved. Within the *Sustainable Swansea* Delivery Programme, work is underway to develop service delivery plans that will include all savings requirements across all strands.

2.6 The above potential overspend is a significant risk and needs to be addressed on a whole Council basis as it is unlikely at the present time that alternative fully compensating savings will be deliverable within budgets. Many of the overspend items follow on from the outturn position for 2015/16 and need to be considered in the light of the forecast savings going forward within the Medium Term Financial Plan,

and the cumulative effect of non-achievement savings on the MTFP deficit going forward.

2.7 Corporate Management Team has strengthened the current arrangements for budget monitoring with the aims of:-

- quicker reporting;
- focus on corrective action;
- increased control;
- and a specific focus on the large scale savings required and built into the 16/17 budget.

And this is already reducing the overall reported overspend, albeit the position remains challenging even at that lower level of overspend.

2.8 As set out in the first quarter report, offsetting opportunities do continue exist to ameliorate some of the identified service pressures, totalling at least £2.4m, as follows.

- To date £1.3m has been allocated against the combined £3m inflation provision to cover elements of care home fees and potential living wage cost increases in relation to suppliers. Further bids in due course are envisaged in relation to Home to School transport and recoument/out of county placements. It is assumed that these will total no more than £0.3m leaving a tentative £1.4m , on a one off basis, to offset 2016-17 spending pressures.
- With regard to the National Living Wage it is clear that the financial effects to 2020-21 will grow into the several millions more than budgeted and it is right to keep in mind the pressures to come.
- In setting the budget for 2016-17 it was anticipated that several specific grants could be reduced as part of the overall funding package from Welsh Government and a £1.7m reserve established to cushion the immediate impact. In the immediate aftermath of the “Brexit” result of the EU referendum, there are ongoing future uncertainties over long term wider grant funding . However in the immediate term identified “bids” against the reserve were modest, totalling just over £350,000 (Waste direct grant losses £0.304m and Child and Family £0.050m re Youth Justice/Early Intervention). Anticipating some further bids in year to come, another provisional £1m, again one off only, is identified as an offsetting underspend.

2.9 Conversely, it should be noted that on basis of bids already committed to the Council’s existing Transformation Fund reserve this is wholly committed and cannot therefore be used to fund further transformative work unless and until monies advanced for existing plans start to crystallise additional and significant savings to pay back to the fund, not merely help unlock already planned budgeted savings.

3. Contingency Fund Provision for 2016/17

3.1 There is no carry forward of previous years underspends into the contingency fund for 2016/17. As such the contingency fund is set at the £5.4m contribution set out in the budget report approved by Council on 25th February 2016.

3.2 The estimated calls on the contingency fund at present are:-

Contingency Fund 2016/17	Prediction
	2016/17 (£m)
Contribution for year	5.400
ERVR Scheme <i>minimum</i>	-4.500
City Region bid	-0.050
Housing Options(reinstated budget saving)	-0.045
Employment Training residual costs	-0.300
Carbon Reduction Scheme (provisional)	-0.095
Streetscene enhancements (pot holes)	-0.150
Swans in Premier League (was 100 days saving)	-0.055
Wales Football Fanzone Singleton Park	-0.025
Increased legal costs re DOLs (per CMT)	-0.039
Balance 31st March	0.141

There are residual wind down costs estimated at £0.3m associated with the transfer of the core Employment Training provision to another provider. The transfer ended up occurring after 31 March 2016 so there are residual one off costs relating to 2016-17 for which there is no core budget provision in 2016-17. Historically there have also been additional costs arising from the actual costs of the Carbon Reduction scheme. A number of smaller value items have also recently been agreed to be funded from the Contingency Fund and these are also shown above.

Any departures under ER/VR in 2016-17 will again be charged to the contingency fund as a one off cost to release future revenue savings. It would be prudent given the experience in 2015-16 and the accelerated budgetary savings pressures likely to bear upon the authority to assume the call on the contingency for the purposes of funding ER/VRs to be at least £4.5m, even at this early stage in the year.

In addition the following call has already been potentially made on the Restructuring Reserve.

<i>Additional sum to meet the cost of outstanding equal pay claims and funding of staff to 31st March 2017.</i>	£2.5m
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3.3 The scale of potential overspends for 2016/17 are significantly in excess of any potential minor residual sum, if any, available from contingency fund to meet the shortfall, and the current indication is that there needs to be continued urgent and decisive action to pursue additional savings across the Council if an overall balanced budget is to be anywhere near achieved.

3.4 The action being taken includes working through existing plans on an accelerated delivery basis :

- Management Review: ongoing comprehensive review of the management structure across the Council and future requirements given the Council's priorities, future challenges and the changing nature of the role of managers
- Commercialism through third party Procurement Savings and Income Generation: review of further options to increase income from fees and charges, trading etc, in addition to the targets already set for 2016/17

3.5 There is also a need to review existing savings plans around:

- Reducing the Pay Bill: review of options to reduce employee costs across the Council as part of our overall future workforce strategy (subject to trade union consultation at the appropriate time)
- Progressing Reviewing and Stopping Services

But is also necessary to be realistic given implementation times for these elements of the budget plan and an inevitability of needing to look at all options in the round given the pending local government finance settlement. It is therefore likely any work that continues on these items will be around cementing future delivery of savings, not in year savings, and it is this deferral that drives the bulk of the reported net overspend position at the end of the second quarter.

3.6 It should be noted that at this time, although the Council continues to pursue a number of VAT related claims, there is NO notification of substantial windfalls from VAT refunds or any other external source in the current year.

4. Revenue Budget Summary

4.1 The position reported above reflects the best known current position, at the interim half year stage, which introduces a higher degree of risk in the estimates necessarily made compared to the equivalent, later second quarter report last year. A net £6.9m of shortfall in revenue budgets, including the £2m wider stopping services ask, offset by a maximum, one off, £2.4m of identified additional savings.

4.2 This leaves a forecast overall £4.5m overspend forecast for the year at the end of the second quarter, assuming the debt and interest charges are rescheduled as forecast.

4.3 Corporate Management Team have reinforced the expectation that overall net expenditure must be contained within the limits of the current year budget as set by Council.

4.4 As previously mentioned, it is too early to provide an accurate forecast as to the potential outturn on Corporate items such as Council Tax collection (and any surplus

or deficit) which is in itself potentially affected by the effects of welfare reform measures, but offset by an increasing tax base.

- 4.5 The overall judgement at this point is that there is a continued need to identify additional budget savings across all Council Services if a balanced outturn for 2016/17, which can be sustained going forward, is to be achieved. In forming this view it is noted that a similar, but smaller second quarter overspend position was forecast at a later stage last year, that action was subsequently taken in year to address the gap entirely last year, indeed achieving a slight overall under spend, albeit predominantly on a one off basis, and that nevertheless there are ongoing over spend pressures in Social Services and Education.
- 4.6 Furthermore Social Services are developing a recovery plan to seek to address a significant element of their forecast overspending. Consequently there is a degree of confidence that further inroads can be made into the forecast overspend position by ongoing management and member action.
- 4.7 Detailed monitoring of budgets will continue to be carried out and reported to Departmental Performance and Financial Management meetings on a monthly basis. Should there be no improvement in the overall forecast by the formal end of quarter 2 it may be the case that additional measures will have to be imposed in order to move closer to a balanced budget for 2016/17.
- 4.8 In addition it should be noted that a number of technical virements between budget headings have been agreed by the S151 officer in year to effect the implementation of previously agreed outcomes from commissioning reviews and to assist with practical deliver of cross cutting savings previously budgeted for as lump sums.

5. Capital Budget

5.1 Expenditure to 30 September 2016 is £35.019 million, summarised as follows:

Directorate	Budget 2016/17	Actual to 30/9/16	% spend
Corporate Services	2,467	14	0.6%
People	24,835	3,952	15.9%
Place (General Fund)	47,243	10,776	22.8%
Place (HRA)	60,771	20,277	33.4%
Total	135,316	35,019	25.9%

Capital budgets for 2016/17 and onwards are currently being reviewed and re-profiled which will have an impact on the budgets noted above.

Expenditure on major schemes is detailed in Appendix F.

6. Legal Issues

6.1 There are no legal issues contained within this report.

7. Equality issues

7.1 The Revenue budget of the Council was approved following extensive Equality Impact Assessments being undertaken throughout the Budget setting process. It is essential where service levels are affected by changes to the Revenue Budgets (including savings options) that adequate consideration is given to the equality impact of such decisions with mitigating actions applied where possible to avoid any disproportionate effects on members of protected groups.

Background papers: - None

Appendices: Appendix A – Revenue Budget forecast 2016/17
Appendix B – Directors comments on variances
Appendix C – Commentary on Savings Tracker
Appendix D – Savings tracker chart
Appendix E – Savings tracker summary
Appendix F - Expenditure on major Capital Schemes

REVENUE BUDGET PROJECTION QUARTER 2 2016/17

<u>DIRECTORATE</u>	BUDGET 2016/17 £000	PROJECTED 2016/17 £000	VARIATION 2016/17 £000
CORPORATE SERVICES	43,014	44,539	1,525
PEOPLE - POVERTY AND PREVENTION	6,272	6,072	-200
PEOPLE - SOCIAL SERVICES	104,755	108,137	3,382
PEOPLE - EDUCATION	158,439	160,116	1,677
PLACE	53,011	51,552	-1,459
ADDITIONAL SAVINGS STRANDS - TO BE ALLOCATED	-2,000	0	2,000
NET DIRECTORATE EXPENDITURE	363,491	370,416	6,925
SPECIFIC PROVISIONS FOR CONTRACT INFLATION	1,700	300	-1,400
<i>OTHER ITEMS</i>			
LEVIES			
SWANSEA BAY PORT HEALTH AUTHORITY	93	93	0
CONTRIBUTIONS			
MID & WEST WALES COMBINED FIRE AUTHORITY	11,912	11,912	0
CAPITAL FINANCING CHARGES			
PRINCIPAL REPAYMENTS	14,916	14,916	0
NET INTEREST CHARGES	14,732	14,732	0
NET REVENUE EXPENDITURE	406,844	412,369	5,525
MOVEMENT IN RESERVES			
GENERAL RESERVES	0	0	0
EARMARKED RESERVES	5,381	4,381	-1,000
TOTAL BUDGET REQUIREMENT	412,225	416,750	4,525
DISCRETIONARY RATE RELIEF	375	375	0
TOTAL CITY AND COUNTY OF SWANSEA REQUIREMENT	412,600	417,125	4,525
COMMUNITY COUNCIL PRECEPTS	967	967	0
TOTAL REQUIREMENT	413,567	418,092	4,525
FINANCING OF TOTAL REQUIREMENT			
REVENUE SUPPORT GRANT	234,543	234,543	0
NATIONAL NON-DOMESTIC RATES	73,224	73,224	0
COUNCIL TAX - CITY AND COUNTY OF SWANSEA	104,833	104,833	0
COUNCIL TAX - COMMUNITY COUNCILS	967	967	0
TOTAL FINANCING	413,567	413,567	0

Director of Corporate Services

Variance	£000	Explanation and Action
<u>Savings Variation</u>		
<u>Comms & Consultation</u> :		
Governance Review	40	As per Tracker
Rationalisation of Cabinet / Exec Support	40	As per Tracker
New Communications model	160	As per Tracker
<u>HR&OD</u> :		
Implementation of Business Support Review	100	As per Tracker
CHS&WB Trading Income	80	As per Tracker
Restructure of H&S Team	40	As per Tracker
<u>Sustainable Swansea (Directorate Target)</u> :		
Senior Staff Review	140	As per Tracker
T&C's	150	As per Tracker
Commercial Savings	55	As per Tracker
Additional Sustainable Swansea savings	910	As per Tracker
Lean Systems Thinking	80	As per Tracker
Training	20	As per Tracker
<u>Other Variation</u>		
<u>Comms & Consultation</u> :		
Web Development Team	100	Proposed funding of posts via re-basing of Corporate Services budget following Business Support Review which has slipped.
Net supplies & services	-45	Savings on running costs throughout Service
<u>HR&OD</u> :		
CHS&WB Trading Income	70	Not likely to progress – alternative funding will need to be found

<i>Finance & Delivery :</i>		
Additional Allowances – ex employees	-15	Likely underspend based on current trend
External Audit Fees	-75	Likely underspend based on historic evidence.
Additional HB DWP Grant	-25	Some of which can be absorbed via business as usual
<i>Service wide</i>	-300	Agreed management savings

Given the overall financial position of the Council the Directorate will continue to identify further savings opportunities on an on-going basis.

Director of People

Social Services

Variance	£000	Explanation and Action
Potential shortfalls in originally planned savings targets	1,567	As per tracker. Areas include the Domiciliary Review and allocated savings targets. We are not on target to achieve the senior staff review savings in 2016/17, but have developed proposals to achieve this and the full target in 2017/18. Whilst we are not on target to achieve reduced spend in 2016/17 the work to realign Adult Services budgets will incorporate the Commercial target alongside other corporate targets, adding to the challenge to reduce spend and increase income. Robust management action is taking place to reduce costs and to identify offsetting savings throughout the year.
Mental Health and Learning Disability Supported Care Planning	2,225	Substantial time and resource has been invested into understanding the cost base for Mental Health and Learning Disability placements. Whilst this work has resulted in a much improved understanding of costs in this area, it has also given a greater ability to forecast cost pressures from new placements and transition. In 2015/16 this area overspent by £1.7m and we have been advised of growth in the order of £700k in the current year. Work to review packages in this area is ongoing and will be accelerated.
Domiciliary Care	327	This area overspent by more than £2m in 2015/16 and whilst additional budget has

		been allocated to meet some of this pressure, the effect of increases in minimum wage as well as the levels of demand mean that an overspend is forecast.
Residential Care	252	It is hoped that this projected overspend will be mitigated by above budget income.
Community Alarms	150	A substantial increase in the costs levied by Carmarthenshire County Council for the infrastructure on which the system relies has been imposed. Work is ongoing to ensure that these increases are minimised and where appropriate offset by increased income
Safeguarding and Wellbeing	-378	Underspends are forecast due to increased grant utilisation, better use of resources and staff vacancies.
Internal Services	-285	
Training Realignment	-520	A realignment of training reserves provides the opportunity for a one off benefit to the revenue position.
Miscellaneous	44	Aggregate position of cost centres not included within the above.

The above position includes £1.3m funded by release of central inflation and living wage provisions.

A reorganisation of budgets within Social Services is proposed. Should this be approved; whilst there will be no effect on the bottom line, there will be significant changes to the individual variances reported above.

Significant management action is proposed to improve the overall position of the Department.

Education

Variance	£000	Explanation and Action
Potential shortfalls in originally planned savings targets	620	Areas include Behaviour Review, corporate IT, Integrated Transport Review savings, and allocated corporate savings targets such as relating to Terms and Conditions
Recoupment / Independent Special School Fees (net of 150k inflation provision)	850	Pressures are likely to continue to grow in spite of work to mitigate costs unless action is taken to enhance provision available within Swansea. Processes tightened to monitor costs at commitment stage but transitional and management capacity issues to still resolve.
Pupils Educated at Home	100	To avoid more costly places out of County the cost of pupils educated at home has increased.

		Pressures likely to increase further without enhanced placements within Swansea. This area currently under review.
Behaviour Review	408	Slippage in delivery of further savings as originally envisaged in previous years to provide funding to devolve to schools. The strategy for delivering these savings has been reviewed in the light of growing demand. An alternative strategy is now being pursued to implement these, as well as robust management action to identify alternative savings.
Home to School Transport (net of 150k inflation provision)	50	Significant pressures on SEN/Statemented and Post 16 SEN transport, offset by savings in mainstream transport, Specialist Teaching Facilities and Special Schools
Other demand-led pupil specific support for special needs	109	Continuing pressures likely without wider strategy to delegate budget and responsibilities and/or enhance mainstream capacity within schools
Other non-delegated schools cost pressures	158	Detailed scrutiny of non-delegated school cost centres show higher than budgeted levels of spending in areas such as maternity, and schools at risk, partially offset by one-off management action.
Proposed Managed Savings	-618	To seek to mitigate unavoidable cost pressures reported above

The above position assumes that £0.3m will be centrally funded by release of central inflation provision.

Poverty & Prevention

Variance	£000	Explanation and Action
Child & Poverty Projects	-70	This budget is in place to support Child Poverty Projects as need arises. There was no call on this budget in 15/16 and therefore no spend plan in place for 16/17. The reduced spend reflect the success in additional sponsorship monies for the High Five awards, along with improved management of external funding.
Young Peoples Service	-50	There is a projected underspend in budgets within Young Peoples Service due to a delay in recruitment of posts to new NEETs service and a delay in the implementation Youth Club Commissioning Review. Both have now been addressed and spend profile back on track for the remainder of the year.

Early Intervention Service	-20	WG have now confirmed the amount of money we will receive in terms of Childcare Grants, this grant will be maximised in 16/17 and therefore realised an underspend on core funds.
Community Safety	-20	Planned reductions in budget spend through the implementation of the CCTV and Community Safety Commissioning Review which are now in implementation phase.
Tackling Poverty Service	-40	The underspend has been caused by a delay in recruitment to the Tackling Poverty Manager Post and backfill for parts of this post have been claimed through Grant.

Director of Place

The directorate has responded positively to the spending pressures and is projecting an overall improvement against the budget of £1.45m. Much of this is based on the deliverability of savings proposals and a number caveats outlined below. Some of the key variances are as follows

- Overspends have occurred within leisure and culture due to delays in actioning a number of budget reductions including the closure of Plantasia, the continued operation of Cefn Hengoed Leisure centre partly offset by additional income and underspends resulting in a net overspend of £117k
- Savings built into the waste commissioning review have been actioned but as they will not have been in place for the full financial year this results in an overspend on a one off basis
- Contribution to cross cutting targets for terms and conditions which hasn't been progressed corporately and commercial income which is included within the normal service reporting and "overlap" budget referred to below
- Inability to make savings in building maintenance budget due to retention of larger asset base than was expected

These overspend have been more than offset by the following:-

- Early achievement of savings and from increased income and efficiency across a number of areas of the directorate
- In year commission savings for CBPS following acceptance of the commissioning review report by cabinet of £600k
- Achievement of cross cutting savings from asset reductions of £610k
- Adjustments to the base budget to take into account any potential "overlap" between various saving stands

Risks

The figures are only based on 4 months accurate ledger data (April to July) due to incomplete costs in the ledger of August meaning that any end of year projections have to be treated with caution

In addition there is uncertainty over the full cost for back pay across the directorate as due to a shortage in corporate funding all costs are now being charged back to the service budget and there is limited information to know the total sums involved

After given consideration of all of the above and noting the risks involved the current projected out-turn is an “underspend” of £1459k

The overall target was set by Council on 25/02/16. Taking into account the various savings streams (service savings, cross cutting savings, stopping services, increased council tax resources and unpicking some of the overlaps across streams) a stretch target equivalent to £22.513m is needed to balance the budget on its own. This tracker was predominantly compiled in August before the end of the second quarter.

Firm/To date

A strict interpretation of "firm" has been used. To qualify budget must have been allocated, removed and actual practical steps delivered to achieve the planned saving. Senior staff savings have deteriorated since first quarter due to delayed implementation. Service savings and delivery strand savings performance is unacceptable and already urgent action is needed. **NON DELIVERY OF SAVINGS**

Forecast

The overall weighted forecast is 67%, so significantly short of where we should be. There is some progress on most areas of savings but no demonstrable delivery of any significant savings in the delivery strands or commercial savings now embedded in directorates. This replicates past years' performances. **SOME VERY LARGE GAPS NB in year mitigating actions are not shown, only deviation from original plan**

Service Savings

There are significant gaps in assured and evidenced commercial savings (£2.65m) across all directorates. There are further issues around Education savings, particularly around one specific area (the Behaviour Review) and in the business support savings. These are significant enough to indicate that the overall budget will remain overspent. **SUBSTANTIALLY BELOW TARGET**

Senior Staffing

All senior staff savings have been reviewed at the end of the second quarter. Of the £3m savings target set at budget, £2.7m was originally identified by CMT following rigorous challenge (this has now slipped to £2.2m - predominately due to delays in implementation), A further £0.3m was to be delivered from the Council approved Senior Management review but this is also behind schedule. **SIGNIFICANTLY BELOW**

Delivery Strands

Insufficient progress has been made on agreeing any meaningful additional tangible cash releasing savings in the delivery strands. No proposal has yet been identified to go back to Cabinet for a decision on £1m of Terms and Conditions Savings nor on the £2m Stopping Services option. Given the consultation periods needed for both these options it is unrealistic to expect any saving to accrue from either option in 16-17. Work needs to be done on agreeing removal of budgets relating to commercial activity. No significant sums agreed to date. **UNLIKELY TO BE DELIVERED**

Other Savings

The nature of these savings is that they are mostly fully assured right at the start of the year. The major exception is Council Tax which ultimately depends upon collection performance. There is work to be done on reviewing the assumed 100 days money savings and to date this is the only reason for savings to have fallen slightly short of target. **TARGET BROADLY MET**

Risks and Issues to Address This Time

Overall rate of progress is significantly below expectation and is therefore already red flagged for the whole year mid second quarter.

The risks are predominantly around assuring any progress is actually occurring on the Delivery Strands - i.e. stopping services, reducing terms and conditions and making significant commercial inroads to additional income generation and third party spending (the latter now included with service savings).

The next biggest risk relates to the original £1m target for the Business Support review. For now it is assumed none of the cashable saving is delivered in 2016-17 and explicitly £1m of non deliverables is built into the Corporate Services forecast. Validation work needs to be undertaken to determine whether any of the existing savings in Corporate Services can contribute and count towards this savings target. It is likely that this needs to increase to deliver the Corporate Services element of any part of Stopping Services. Again given this is predicated predominantly on reducing staff numbers to cut costs, the scale of savings needed, the number of posts at risk and the required consultation time plus effort and investment to remap existing processes to enable the savings to be realised longer term means it is extremely unlikely that any significant savings will now flow in 16-17.

Cabinet will in due course be advised of the second quarter position, which taken together with emerging additional overspends in Education and Social Services means that urgent action must be taken now.

Spending restrictions remain in place and will need to do so all year.

Immediate effort needs to be directed to:

Reminding every Head of Service they have NO authority to overspend and must take all endeavours to balance their budgets

Freezing recruitment to all but utterly exceptional circumstances posts

Stopping all overtime bar utter exception

Freezing all discretionary spend

Progressing the stopping services £2m options as soon as practicable

Comments and feedback from PFMs

None to date

Savings Tracker Chart

Appendix 'D'

	£'000
Target	22,513

	£'000
To date	10,976

	£'000
Forecast	15,041

	To date	Forecast
Delivery	49%	67%



	Target £'000	Forecast £'000	Firm £'000
Service Savings	12,317	6,575	2,868
Staffing	3,000	2,066	2,209
Delivery Strands	3,000	0	0
Other savings	4,196	2,335	4,026
Total	22,513	10,976	9,103

Service Savings	Target £'000	Firm £'000	Forecast £'000	Target Met	Assessment
Corporate Services	3,903	2,666	2,868	73%	RED
Education	1,152	580	687	60%	RED
Social Services	2,183	1,383	1,545	71%	RED
Poverty and Prevention Place	248	205	255	103%	GREEN
	4,831	1,741	3,451	71%	RED
	12,317	6,575	8,806	71%	RED

Senior Staffing	Target £'000	Firm £'000	Forecast £'000	Target Met	Assessment
Corporate Services	750	539	539	72%	RED
Education	325	258	290	89%	AMBER
Social Services	725	269	358	49%	RED
Poverty and Prevention Place	150	121	126	84%	AMBER
	1,050	879	896	85%	AMBER
	3,000	2,066	2,209	74%	RED

Delivery Strands	Target £'000	Firm £'000	Forecast £'000	Target Met	Assessment
Terms and Conditions	1,000	0	0	0%	RED
Stopping Services	2,000	0	0	0%	RED
	3,000	0	0	0%	RED

Other savings	Target £'000	Firm £'000	Forecast £'000	Target Met	Assessment
Council Tax (net)	4,026	2,335	4,026	100%	GREEN
Net 100 days savings	170	0	0	0%	RED
Net levy savings	0	0	0	100%	GREEN
Reduced contingency fund	0	0	0	100%	GREEN
Use of General Reserves	0	0	0	100%	GREEN
	4,196	2,335	4,026	96%	GREEN

GRAND TOTAL	22,513	10,976	15,041	67%	RED
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Classification		Jun	Sept	Dec	Mar
RED	Forecast below target by	30%+	20%+	15%+	5%+
AMBER	Forecast below target by	15-30%	10-20%	5-15%	0-5%
GREEN	Forecast below target by	15%	10%	5%	0%

Appendix F

Capital expenditure on major schemes to 30 September 2016	£000's
People	
YGG Lon Las Primary School new build	2,530
Pentre' Graig Primary remodelling	661
Pentrehafod Comp School Remodelling	446
Place (General Fund)	
Glynn Vivian Art Gallery refurbishment (including HLF equipment spend)	650
Westway & Wellington Street Gyratory, phase 1 (VVP scheme)	684
Feasibility studies for St David's / Civic Centre	417
Oceana demolition	1,130
Highways spend to save programme	339
Highways - carriageway resurfacing	1,004
Highways - Footways	297
Corporate Building and Property Services	2,245
LC roof repairs	450
Disability Facilities Grants	1,736
Sandfields Renewal Area	346
Mini Adaptation Grants	255
Place (HRA)	
HRA Wind & Weatherproofing programme	2,609
HRA Adaptations programme	1,148
HRA Kitchens & Bathrooms	6,650
HRA Boiler replacements	1,287
HRA regeneration (Trusteel properties/WNF)	957
HRA High-rise flats (Clyne Court / Jeffreys Court)	4,925
HRA High-rise flats (Matthew Street)	1,154
HRA External Facilities	527

Report of the Cabinet Member for Education

Cabinet – 17 November 2016

LOCAL AUTHORITY GOVERNOR APPOINTMENTS

Purpose of Report:	To approve the nominations submitted to fill L. A. Governor vacancies in School Governing Bodies.
Policy Framework:	Policy and Procedure for Appointment of L. A. Governors as amended by Council on 23 October 2008.
Reason for Decision:	To ensure vacancies are to be filled expeditiously.
Consultation:	Education, Legal, Finance.
Recommendation:	It is recommended that: - 1. The nominations be approved, as recommended by the LA Governor Appointment Panel.
Report Author:	Allison Gough
Finance Officer:	Pini Patel
Legal Officer:	Stephen Holland
Access to Services Officer:	Sherill Hopkins

1.0 The nominations referred for approval

1.1 At the meeting of the L.A. Governor Appointment Panel held on 27 October 2016, nominations were recommended for approval as follows:

1. Brynmill Primary School	Mr Hywel Vaughan
2. Burlais Primary School	Cllr. Peter Black Cllr. Chris Holley Mrs Julie Palmer Cllr. Graham Thomas

3. Gwyrosydd Primary School	Mr Terrence Jones
4. Gorseinon Primary School	Mrs Andrea Thomas Mr John Williams
5. Penllergaer Primary School	Mr Andrew Crowley
6. YGG Gellionnen	Mr Darren James
7. Ysgol Crug Glas	Mr Quentin Hawkins
8. Dylan Thomas Community School	Cllr. Lesley Walton

2.0 Financial Implications

2.1 There are no financial implications for the appointments; all costs will be met from existing budgets.

3.0 Legal Implications

3.1 There are no legal implications associated with this report.

4.0 Equality and Engagement implications

4.1 There are no equality and engagement implications associated with this report.

Background papers: None

Appendices: None

Joint Report of the Cabinet Members for Services for Children & Young People and Adults & Vulnerable People

Cabinet – 17 November 2016

SOCIAL SERVICES BUDGET VIREMENTS

Purpose:	This report proposes amendments to the current year's Social Services revenue budget.
Policy Framework:	Sustainable Swansea – Fit for the Future
Consultation:	Access to Services, Finance, Legal.
Recommendation(s):	Cabinet is asked to approve: 1) Reductions to the Child and Family Services budget to enable the service to absorb Sustainable Swansea savings 2) Realignment of the Adult Services budget
Report Author:	David Howes / Chris Davies
Finance Officer:	Chris Davies
Legal Officer:	Tracey Meredith
Access to Services Officer:	Sherill Hopkins

1. Introduction

- 1.1. As part of the budgetary process for 2016/17, Social Services were allocated a budget of £103.51m. The budget was reduced from a gross level of £105.76m by Sustainable Swansea savings requirements totalling £2.25m.
- 1.2. At the time the budget was agreed, these Sustainable Swansea savings were considered as awaiting allocation and were recorded separately from service budgets. In order to bring these savings into service budgets, significant virements are required. These are of a level that require Cabinet approval to action.
- 1.3. It is also recognised that there are structural issues within Adult Services budgets. There is a need to consider how the budget can be reorganised to eliminate historic underspends and to provide some relief to areas of pressure.

2. The Challenge

- 2.1. Like many areas of the Council, the financial challenge within Social Services is significant. Pressures such as National Living Wage, changes to National Insurance, the financial consequences of successful job evaluation appeals, increments and pay awards are considerable even before the effect of demographic change is considered.
- 2.2. Whilst Social Services reported an underspend of £1.13m in 2015/16, this masks a significant difference in financial performance between Adult Services (£2.29m overspent) and Child and Family Services (£3.42m underspent).
- 2.3. Within Adult Services, where the overall overspend was broadly comparable with reported unachievable savings of £2.39m, significant service level variances were present.
- 2.4. The ongoing financial environment has made it difficult to allocate budget to areas of pressure without a consequential effect. This means that there are some structural overspends within the budget. For example, the budget for the provision of supported accommodation to those with learning disabilities and mental health needs has been as follows.

	15/16 Budget	15/16 Spend	16/17 Budget
MH&LD Complex Care	9,094,400	10,594,964	8,955,600

- 2.5. Consequently, it is unsurprising to note that budget monitoring predicts this area to significantly overspend in the current year.

3. The Proposal

- 3.1. In order to assimilate the Sustainable Swansea budgets into services, a direction has been given proposing a Child and Family Services budget of £35m and an Adult Services budget of £68.51m. Due to in year virements to date, these figures have been revised to £35.05m and £69.71m respectively.
- 3.2. The effect of this is to cause Sustainable Swansea savings to fall upon Child and Family Services.

4. Child and Family

- 4.1. Child and Family recorded an underspend of £3.4m in 2015/16. This was considered to be the result of the continued success of the safer LAC reduction scheme and saw expenditure on Child and Family services reduce to levels not seen since 2009/10.

- 4.2. The 2015/16 spend of £34.8m represents a £5.2m decrease from the service's 2012/13 peak.
- 4.3. Some amendments were made to the original budget for 2016/17 but an allocation that was £2.7m above 2015/16 spend remained.
- 4.4. The below table demonstrates the changes proposed. Full details of the cost centres affected are shown at appendix one.

	15/16 Spend	16/17 Original Budget	Proposed Amendment	Proposed Budget
Accommodation -External	10,398,349	11,503,700	-1,521,700	9,837,000
Accommodation -Internal	7,203,458	7,399,700	-400,000	7,082,400
Adoption Services	1,131,707	1,585,900	-	1,364,800
Aftercare-External	454,453	472,400	-	454,900
Aftercare-Internal	408,812	500,000	-	440,000
Assessment & Care Mgt	7,670,827	8,456,300	-205,000	7,886,400
Family Support -External	1,308,145	1,470,500	-150,000	1,598,400
Family Support -Internal	1,548,118	1,655,900	-95,000	1,855,200
Management & Admin.	2,047,132	2,191,900	-	2,123,100
Other Services-Internal	621,788	650,500	-	587,100
Youth Offending	614,654	717,300	-100,000	831,900
Residential Care-Internal	588,813	588,400	-40,000	588,400
Review and QA	831,278	845,500	-	873,400
Sustainable Swansea	-	-473,000		-473,000
Grand Total	34,827,534	37,565,000	-2,511,700	35,050,000

- 4.5. Variances between the 16/17 original budget, the proposed amendments and the proposed budget are attributable to minor virements that have occurred since April.

5. Adult Services

- 5.1. The level of unachieved savings in 2015/16 brought pressures into the 2016/17 budget process. Some of these were partially resolved by budget realignment whilst others remained.
- 5.2. The recent picture within Adult Services is one of overspends. Significant overspends have been reported in the last two financial years and forecasts predicts that this will be repeated in 2016/17.
- 5.3. Following the Quarter One budget monitoring report, a successful claim was made against the Council's living wage and inflation provision. The effect of this award was to increase the budget by £1.3m for 2016/17 only.
- 5.4. During 2015/16, an approach was taken to categorise all cost centres under one of the following five headings
- External Domiciliary Care

- External Residential Care
- Internal Staffing and Services
- MH LD Complex Care
- Third Party Spend

5.5. The headings above were used to identify potential areas of pressure for 2016/17 by comparing the 2015/16 outturn with the 2016/17 budget. This identified MH LD Complex Care as the area of greatest concern.

	2015/16 Spend	2015/16 Variance	2016/17 O. Budget	2016/17 Pressure
External Dom Care	10,978,008	-2,432,108	9,895,900	1,082,108
External Res Care	13,150,185	992,816	13,390,500	-240,315
Internal Services	32,280,931	268,369	33,793,700	-1,512,769
MH LD Complex Care	10,594,964	-1,500,564	8,955,600	1,639,364
Third Party Spend	1,794,149	381,051	2,159,300	-365,151
Grand Total	68,798,237	-2,290,436	68,195,000	603,237

5.6. MH & LD and External Residential Care benefitted from the £1.3m award for 2016/17 referred to at 5.3. £700k was allocated to MH & LD with the remainder allocated to External Residential Care.

5.7. In an attempt to provide a more realistic MH & LD budget, a review was undertaken of areas that have underspent in the last two financial years with a view to reallocating what may be considered excess budget to this area of pressure. Secondary aims of this exercise were to provide a budget for DoLS and to make an allocation to External Domiciliary Care.

5.8. This review identified thirty two adult services cost centres that recorded underspends in both 2014/15 and 2015/16. These were subsequently sense checked by the Budget Team. A number of potential changes were rejected as the budget had already been reduced, whilst others were felt to be areas of potential pressure for the current year. As a result of this exercise budget totalling £1m was identified for reallocation.

5.9. It is proposed that £900k of this £1m will be allocated to MHLD and the residual £100k used to create budget for DoLS. The amount proposed for MHLD is £40k less than would be required to eliminate the 2015/16 shortfall. It is proposed to meet this challenge, and make a contribution to the external domiciliary care budgets by implementing a percentage cut against employee costs within internal staffing and services. The simplest way to achieve this administratively will be by the creation of various vacancy provisions which equate to 0.75% of relevant employee budgets.

5.10. Following these changes, the table at 5.5 will change to the following;

	2015/16 Budget	Spend	Revised Budget	Amended Pressure
External Dom Care	8,545,900	10,978,008	10,100,800	877,208
External Res Care	14,143,001	13,150,185	13,990,500	-840,315
Internal Services	32,549,300	32,280,931	32,983,900	-702,969
MH LD Complex Care	9,094,400	10,594,964	10,595,600	- 636
Third Party Spend	2,175,200	1,794,149	2,034,100	-239,951
Grand Total	66,507,801	68,798,237	69,704,900	-906,663

5.11. Full details of the cost centres affected are shown at appendix two.

6. Risks

- 6.1. The amendments proposed are not without risk. The substantial reductions to Child and Family Services result in a budget that is no more than £250k greater than the previous year's spend. This leaves very little scope for accommodating pressures acknowledged at 2.1.
- 6.2. Additionally, it is possible that Child and Family's financial performance in 2015/16 represents the extent of what can be achieved by the Safer LAC reduction strategy. Should there be an increase in looked after children, overspends would result.
- 6.3. The changes within Adult Services also represent a challenge. The amendments address some specific budget shortfalls but create them in some areas.

There would be risks to not reviewing and changing budgets. Savings specifically tied to services will have greater ownership and a greater likelihood of achievement. Additionally, having areas with budgets that are clearly deficient could be seen as setting them up to fail.

7. Equality and Engagement Implications

- 7.1. An EIA Screening has been undertaken which indicates that a full EIA is not required.

8. Financial Implications

- 8.1. This report proposes amendments to the Social Services budget for the current financial year. Should the recommendations within this report be approved, the department's budget will be more closely aligned with expected spend and the previously unallocated Sustainable Swansea savings will be aligned to services.

8.2. Such amendments will likely reduce the number and significance of budget variances but will not, on their own, affect the Department's expected financial outturn.

9. Legal Implications

9.1 Financial Procedure Rule 5 as set out in the Constitution provides that Responsible Officers must manage their budgets within budget headings and that virement between budget headings is subject to approval by Cabinet if above £1 million.

Background Papers: None

Appendices:

Appendix A	Child and Family Proposed Budget Changes
Appendix B	Adult Services Proposed Budget Changes

Appendix A

Child and Family Services

	Sep Budget	Proposed Amendment	Revised Budget
Court Supported Orders	1,530,000	- 50,000	1,480,000
Foster Swansea	4,231,800	- 250,000	3,981,800
Family & Friends Fostering	1,465,800	- 80,000	1,385,800
MAST	91,600	- 20,000	71,600
Therapeutic Support	272,500	- 150,000	122,500
Children's Central Advice	570,100	- 5,000	565,100
Child Disability Team	989,200	- 100,000	889,200
Townhill Team	841,800	- 30,000	811,800
Penderry Team	840,900	- 10,000	830,900
Swansea East Team	752,000	- 15,000	737,000
Swansea Valley	772,300	- 40,000	732,300
Swansea West	698,500	- 5,000	693,500
Family Engagement	508,200	- 20,000	488,200
Community Daycare	45,500	- 15,000	30,500
Flexible Home Support Team	388,800	- 10,000	378,800
Supervised Contact Scheme	613,900	- 50,000	563,900
Youth Offending Team	881,900	- 100,000	781,900
Private and Independent	11,379,000	- 1,521,700	9,857,300
Ty Nant	578,300	- 40,000	538,300

Appendix B

Adult Services

Narrative	Sep Budget	Proposed Amendment	Revised Budget
Abergelli Day Service	287,800	(1,700)	286,100
Aids & Equip	6,300	(100)	6,200
Alexandra Road Respite Service	425,200	(3,200)	422,000
Birchgrove SNDS	270,500	(1,900)	268,600
Bonymaen House APH	932,800	(6,700)	926,100
C M&A Administration (MH & LD)	98,700	(700)	98,000
C M&A Central Management (LD)	136,300	(1,000)	135,300
C M&A Service & Staff Dev (LD)	156,600	(1,000)	155,600
C M&A Service & Staff Dev (MH)	110,000	(600)	109,400
Call Monitoring System	92,000	(15,000)	77,000
Care Management Younger Adults	166,800	(1,200)	165,600
Care Man't OP Care Home	632,300	(4,700)	627,600
Care Mgt Admin	369,100	(2,600)	366,500
Central Admin	216,200	(1,600)	214,600
Central Control O P	6,400	(1,000)	5,400
Central Hub	3,180,000	(22,600)	3,157,400
Central Office Homecare Team	(280,000)	(150,000)	(430,000)
Client Properties & Finances Unit	122,300	(1,800)	120,500
Community Connecting	213,500	(1,200)	212,300
Community Equipment Pooled Fund	548,700	(5,500)	543,200
Community Lives Consortium	4,278,700	940,000	5,218,700
Community Mental Health Team 1	303,900	(2,200)	301,700
Community Mental Health Team 2	377,900	(2,400)	375,500
Community Mental Health Team 3	462,500	(3,400)	459,100
Community Support Team	821,500	(7,000)	814,500
CREST	491,700	(4,000)	487,700
Crossroads Older People	160,500	(62,000)	98,500
CSU Contracting Unit	365,900	(10,000)	355,900
CSU Performance & Information	301,500	(2,100)	299,400
Day Opportunities	13,700	(100)	13,600
Direct Payments	105,500	(400)	105,100

Narrative	Sep Budget	Proposed Amendment	Revised Budget
Directorate and Management	425,900	(3,300)	422,600
DOLS	-	100,000	100,000
Domiciliary Care Older People	6,481,000	404,900	6,885,900
Emi Services	299,700	(20,000)	279,700
Equip & Adaptations Disabled	52,700	(200)	52,500
Executive Office Support	115,500	(900)	114,600
Fforestfach Day Service	545,500	(2,700)	542,800
Fforestfach Work Projects	197,600	(1,500)	196,100
Flexible Support Service	264,000	(1,900)	262,100
Gardeners For Residential & Day Care	177,100	(1,300)	175,800
Glandwr Lds	121,800	(700)	121,100
Homecare Housing	(34,500)	(500)	(35,000)
Hospital Social Work Team	607,400	(4,400)	603,000
Hub Seven - Bonymaen RCAS Teams	716,500	(5,000)	711,500
Intake Support	400,600	(3,000)	397,600
Intermediate Care Fund	-	(300,000)	(300,000)
Intermediate Care REHAB	200,000	(200,000)	-
Llanfair Hostel & Day Care Dev	396,000	(30,000)	366,000
Llangyfelach SNDS	235,000	(1,600)	233,400
Maesglas Community Unit	640,400	(4,700)	635,700
Maesglas SNDS	210,300	(1,500)	208,800
Management & Resources Respite Services	123,400	(500)	122,900
North Hub	3,392,900	(24,300)	3,368,600
Norton Lodge Day Centre	125,200	(800)	124,400
Paris	287,300	(2,600)	284,700
Parkway HFA	688,000	(5,900)	682,100
Parkway SNDS	272,500	(2,100)	270,400
Personnel	183,000	(1,400)	181,600
RCAS Dementia Team	-	(1,300)	(1,300)
Residential & Day Care Training	110,300	(30,000)	80,300
Residential Homes O P	24,800	(600)	24,200
Rose Cross Day Centre	106,800	(600)	106,200
Rose Cross House APH	920,500	(8,400)	912,100
Safeguarding Adults Team	195,500	(1,300)	194,200
Senior Management Team	285,800	(1,900)	283,900
SMAT	143,000	(600)	142,400
Social Care Planning Unit	137,700	(1,000)	136,700
Social Services Finance	521,500	(19,800)	501,700

Narrative	Sep Budget	Proposed Amendment	Revised Budget
St Johns Day Centre	198,300	(1,100)	197,200
St Johns House APH	676,900	(6,500)	670,400
Supporting People Admin	293,700	(2,000)	291,700
Supporting People Grants	413,200	(163,200)	250,000
Suresprung	54,100	(600)	53,500
Swansea Vale Resource Centre	626,600	(4,100)	622,500
The Hollies Day Centre	76,200	(300)	75,900
The Hollies House APH	770,500	(6,200)	764,300
Ty Cila	843,900	(6,300)	837,600
Ty Waunarwydd Day Care	143,000	(800)	142,200
Ty Waunarwydd HFA	1,567,900	(14,800)	1,553,100
Typing & Mail Services	135,400	(800)	134,600
West Cross LDS	167,600	(1,100)	166,500
West Hub	2,797,200	(19,800)	2,777,400
Whitethorns Intensive Day Service	382,700	(3,400)	379,300

Report of the Cabinet Member for Education

Cabinet - 17 November 2016

WELSH IN EDUCATION STRATEGIC PLAN 2017-2020

Purpose:	To seek approval to submit the draft statutory Welsh in Education Strategic Plan (WESP) 2017-2020 to Welsh Government by 20 December 2016.
Policy Framework:	The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013 as part of the School Standards and Organisation (Wales) Act 2013. The Welsh Medium Education Strategy.
Reason for Decision:	A statutory requirement from Welsh Government.
Consultation:	Legal Finance Access to Services
Recommendation(s):	It is recommended that: 1) The draft Welsh in Education Strategic Plan 2017-2020 is approved by Cabinet on 17 November for submission to Welsh Government. 2) The draft Welsh in Education Strategic Plan 2017-2020 incorporates the City and County of Swansea Welsh Language in Education Policy
Report Author:	Sarah Hughes
Finance Officer:	Ben Smith
Legal Officer:	Deborah Smith
Access to Services Officer:	Access to Services

1.0 Introduction

- 1.1 The School Standards and Organisation (Wales) Act 2013 requires local authorities to produce a Welsh in Education Strategic Plan (WESP) by 20 December preceding the year in which the plan will have effect for approval by Welsh Ministers. A local authority must then publish its revised plan by no later than 1 June in the year the plan (or revised plan) is to have effect.
- 1.2 The City and County of Swansea consulted on and published its first WESP in 2011 on a voluntary basis. The first statutory WESP for 2014-2017 was published in June 2014 and has been revised annually since.
- 1.3 The WESP must detail how the local authority will aim to achieve the Welsh Government's outcomes and targets outlined in the current national Welsh Medium Education Strategy (WMES). The strategy's stated vision is to:
'have an education and training system that responds in a planned way to the growing demand for Welsh-medium education, reaches out to and reflects our diverse communities and enables an increase in the number of people of all ages and backgrounds who are fluent in Welsh and able to use the language with their families, in their communities and in the workplace'.
- 1.4 The WESP must also make reference to how the proposed strategic direction of the Welsh Government draft strategy: a million Welsh speakers by 2020 will be reflected in both the forums and the plans.
- 1.5 The Welsh in Education forum for City and County of Swansea is Partneriaeth Addysg Cymraeg Abertawe (PACA). It comprises headteacher representatives from Welsh-medium and English-medium primary secondary schools, officers of the local authority and other stakeholders, including college and university representatives. PACA sits underneath Swansea's overarching partnership for raising standards in schools, the School Improvement Partnership. PACA has agreed upon, and is responsible for, the targets in this plan, except those concerning school places which is under the QEd 2020 Programme Board and pre-school provision which is guided by the Early Years Board and Operational Group, responsible to the Children and Young People Board.
- 1.6 A copy of the draft WESP can be found at Appendix A. In the City and County of Swansea, the draft WESP appears in English only during the preparation process. It will be translated before it goes out to consultation.

2.0 Statutory Requirements

2.1 Statutory guidance is provided by Welsh Government and outlines seven outcomes that local authorities must report their current position and set targets for. Objectives must be set to outline how these targets will be met.

2.2 The plan focuses on the five outcomes of the Welsh-medium Education Strategy 2010:

- More seven-year-old children being taught through the medium of Welsh
- More learners continuing to improve their language skills on transfer from primary to secondary school
- More learners aged 14-16 studying for qualifications through the medium of Welsh
- More learners aged 16-19 studying subjects through the medium of Welsh
- More learners with higher-level Welsh language skills

In addition, the following two outcomes must be included:

- Welsh medium provision for learners with additional learning needs (ALN)
- Workforce planning and continuing professional development (CPD)

Standards of attainment in Welsh and Welsh Second Language must also be included in this plan.

2.3 Local authorities are required to provide short statements against each of the following to show how they will be embedded in the plan to ensure alignment with delivery of Welsh government priorities:

- Rewriting the Future: raising ambition and attainment in Welsh schools
- Successful Futures
- Wellbeing of Future Generations (Wales) Act 2015

3.0 Consultation Requirements

3.1 The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013 state that a local authority must consult on the plan in draft for a period of not less than eight weeks. A list of required consultees is specified in the regulations.

3.2 The City and County of Swansea intends to begin a consultation on 9 December 2016, after Cabinet has approved the draft for submission to Welsh Government.

- 3.3 It has been agreed with Welsh Government that a final version, including amendments as a result of the consultation, will be submitted in early 2017 with any other changes required as part of the approval process.

4.0 Approval Process and Annual Monitoring

- 4.1 The WESP must be submitted to Welsh Government by 20 December 2016. It will then be considered and approved or revisions requested by the end of January 2017. If Welsh Government determines that the WESP requires further amendment, discussion between Welsh Government officials and the local authority will take place during the period January to March 2017.
- 4.2 The final draft will then be produced and will need to be adopted by Council in April 2017 in order that it can become policy.
- 4.3 The WESP will become operational from 1 April 2017 and must be published by 1 June 2017. An annual report on progress must be provided to Welsh Government each December for the duration of the plan. This will be published alongside the original WESP.

5.0 Equality and Engagement Implications

- 5.1 An Equality Impact Assessment (EIA) screening form has been completed. A full EIA report has been completed and will be updated after consultation has taken place for the final 2017-2020 plan.

6.0 Financial Implications

- 6.1 Funding for specific Welsh second language activity in the WESP is currently provided through the Education Improvement Grant and is partially match funded. The grant is allocated to the four regions in Wales, not directly to authorities. The grant must be directed to need.
- 6.2 The exact quantum for 2017-2018 will not be known until a grant offer is made to the region and apportioned to each authority.
- 6.3 Approval and decision to proceed with the spending plan and acceptance or otherwise of funding offered will be subject to agreement annually.

7.0 Legal Implications

- 7.1 The statutory requirements are set out in the report. There are no additional legal implications associated with this report.

Background Papers:

- EIA Draft Report for WESP 2017-2020
- Previous WESPs can be found at www.swansea.gov.uk/wesp
- The Welsh Medium Education Strategy and policy statement for 2015-2016
<http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>
- Welsh Government Consultation on a Welsh Government draft strategy: a million Welsh speakers by 2050
<http://gov.wales/consultations/welshlanguage/welsh-language-strategy-consultation/?lang=en>
- School Standards and Organisation (Wales) Act 2013
<http://www.legislation.gov.uk/anaw/2013/1/contents/enacted>

Appendices:

Appendix A – Draft Welsh in Education Strategic Plan 2017-2020 v2.0

Version	Date	Author	Description/Changes
v1.0	13/10/16	Sarah Hughes	Final amendments to v0.8 and submitted to Democratic Services
v1.1	03/11/16	Sarah Hughes	Amendments from Corporate Briefing
v2.0	04/11/16	Sarah Hughes	Circulated to Cabinet

City and County of Swansea

Welsh in Education Strategic Plan 2017-2020

City and County of Swansea
Dinas a Sir Abertawe



Welsh in Education Strategic Plan 2017-2020

Section 1: Your vision and your aim for Welsh-medium education

Swansea is a diverse, modern and forward-looking European city. It has a key role in promoting the culture and heritage of the area and its significance in a Welsh and wider context. As a result, it also has a key role in facilitating the growth in, and addressing the demand for, the access to the Welsh language and Welsh-medium education.

In the City and County of Swansea we want to provide high-quality education in the national language of choice, according to demand, and to a high standard.

Objectives

- To promote and maintain strong links with pre-school, Welsh-medium providers
- To ensure that the current admission policy applies consistently to both sectors
- To ensure a continuum from Welsh-medium primary schools to Welsh-medium secondary schools
- To establish secure post-16 collaborative arrangements between the Welsh medium secondary schools and other providers across the authority in order to ensure maximum opportunity and participation for all post-16 students through the medium of Welsh
- To maintain appropriate arrangements for the availability of transport in line with the approved council transport policy, recognising that Welsh schools are fewer in number and further apart geographically
- To teach Welsh in all the local authority's schools in accordance with National Curriculum requirements. Pupils in English-medium schools will be given the opportunity to sit an accredited examination in Welsh at the end of key stage 4
- Ensure that children and young people with additional learning needs (ALN) receive linguistic equality of opportunity in terms of Welsh medium education
- Ensure access to high quality INSET to support the development of Welsh and to ensure that local authority training in general responds to the particular needs of those working in both sectors
- To recognise Welsh as being desirable in person specifications when recruiting staff
- To provide opportunities to nurture relevant language skills whilst in post. Focus is given to the individual's personal acquisition of language as well as acquiring a knowledge of methodology and target language that is pertinent to their role

Statement

This plan will be submitted to Cabinet for approval on 17 November 2016. The final version of this plan, with amendment, will be submitted to full Council for approval in April 2017.

The City and County of Swansea in 2008 established Partneriaeth Addysg Cymraeg Abertawe (PACA) as its Welsh Education Forum, which meets at least

termly. It comprises headteacher representatives from Welsh-medium and English-medium primary and secondary schools, officers of the local authority and other stakeholders. PACA sits underneath Swansea's overarching partnership for raising standards in schools, the School Improvement Partnership (SIP). Welsh-medium headteachers on PACA also sit on SIP.

PACA has responsibility for the Welsh language in statutory education, except the school organisation element which has its own process under the QEd 2020 Programme. PACA has agreed the targets in this plan and will monitor them going forward. It is responsible for almost all of the actions in this plan, except those concerning school places, which is under the QED 2020 Programme Board and pre-school provision which is guided by the Early Years Board and Operational Group, responsible to the Children and Young People Board.

The QEd2020 Programme is an element of the delivery of the approved WESP strategy, and all stakeholders will continue to be engaged/communicated with during the lifecycles of the planning and delivery of the QEd2020 strategy.

Alike to the previous WESP, this plan has been written underpinned and informed by Welsh Government's current Welsh-medium Education Strategy and policy. The policy statement for 2015-2016 and the new Welsh Language Strategy consultation document have been considered in the development of this plan and aims for 2017 onwards to facilitate the growth of the number of Welsh speakers.

The Single Integrated Plan for Swansea, known as The One Swansea Plan 2015, can be found at www.swansea.gov.uk/oneswansea. This plan and its needs assessment include challenges that 'Children have a good start in life' and that 'People learn successfully'. Welsh provision will be treated on an equal footing with English provision under the priorities of the plan. These priorities have been embedded throughout the WESP. By 2018, following the Wellbeing of Future Generations (Wales) Act 2015, Single Integrated Plans will be replaced by Wellbeing Plans. This plan has been produced with this change in mind. The One Swansea Plan is updated every year, in order to ensure that it remains relevant and because there are always things that can be improved.

The City and County of Swansea shares the vision from the Welsh Government's Rewriting the Future document, to have high expectations for all learners, regardless of their socio-economic background, and ensure that they have an equal chance of achieving those expectations. The objectives from the document, including support for Early Years, effective transition, ongoing training to ensure high quality learning and teaching and high aspirations for all are embedded throughout this plan.

The recommendations from the Successful Futures review are also entrenched in this plan. The City and County of Swansea has a commitment to the Welsh language and culture and its recommendations will be included in our aims for 2017 and beyond. The City and County of Swansea will ensure that the plan is updated regularly over the next three years to incorporate the curriculum changes that will take place.

Funding for specific Welsh second language activity in the WESP is currently provided through the Education Improvement Grant and is partially match funded.

Local authorities have a statutory duty under Section 10 of the Learner Travel Measure (Wales) 2008 to promote access to education and training through the medium of Welsh.

The local authority fully complies with the guidelines within the Learner Travel Measure (Wales) 2008 in relation to both the distance of travel and the assessment of available routes. Free transport to both English and Welsh-medium schools is provided according to agreed distance criteria – two miles for primary schools, three miles for secondary schools, from the nearest available school.

There is no requirement to provide school or college transport free of charge to any learner who is more than compulsory school age. Currently all post-16 pupils attending a Swansea school sixth form who live more than three miles from the school are provided with free home-to-school transport. However, all provision of discretionary transport is under review.

Outcome 1: More seven-year-old children being taught through the medium of Welsh

The current position relating to the number of seven year-olds taught through the medium of Welsh and projections for the next three years.

Current Position	2017/2018	2018/2019	2019/2020
15.3%	16.5%	15.7%	16.2%

Main objectives

- Monitor demand and identify trends for Welsh-medium education and use this information to plan future provision.
- Work with planning and potential developers to achieve the appropriate investment in the education infrastructure from proposed developments identified in the Local Development Plan to meet future demand for pupil places, consistent with the local authority's overarching strategy.
- Increase the number of Cylchoedd Meithrin with a registered status.

Supporting statement

In the City and County of Swansea, there are 13 Welsh-medium schools, comprised of 11 out of 80 primary schools and two out of 14 secondary schools.

The City and County of Swansea QEd Programme and the Welsh Government's 21st Century Schools Programme (Band A) are delivering a number of projects to further increase the capacity within Welsh-medium education and the enhance the quality of accommodation and facilities. Capital investment priority schemes are identified on the basis of clear and consistently applied objective criteria and a continuing stakeholder engagement process. These include:

- construction of a new purpose-built school at YGG Lôn Las, to open in September 2017, on the school's existing site with the support of Band A investment;
- remodelling at YGG Y Login Fach and YGG Tan-Y-Lan in response to demand for reception places;
- enhanced accommodation and facilities at YGG Pontybrenin;
- use of former Education Department accommodation at Ysgol Gyfun Gymraeg Bryn Tawe to support sixth-form facilities; and
- curriculum-led remodelling at Ysgol Gyfun Gŵyr including the remodelling of an adjacent former infant site to enhance accommodation and facilities, to be completed in 2017 with the support of Band A investment.

The Unitary Development Plan (UDP) is to be replaced by a new form of Development Plan for Swansea known as the Local Development Plan (LDP). The LDP provides a new approach to promoting and controlling change across the City and County. It will place an emphasis on improved community involvement; a

stronger evidence base; more focused content and improved quality and consistency.

Proposed economic/housing developments are mapped out in the authority's Local Development Plan (LDP). The potential numbers of units to be delivered within the plan period (to 2025) from strategic development sites are noted below;

Strategic Site	Number of Units
Land north of Pontarddulais	720
Land north of Garden Village	750
Land south of A4240 Penllergaer	750
Land west of Llangyfelach Road, Penderry	1150
Land north of Clasemont Road, Morrision (Pant Lasau)	675
Northwest of M4 J46, Llangyfelach (Felindre)	850
Waunarlwydd/Fforestfach	800
Swansea Vale	720
Central Area and Waterfront	1000
Fabian Way Corridor	525
Hafod Morfa Copperworks Project and Tawe Riverside	320
Cefn Coed	500

As a result of the LDP, it is probable that an increase in both English-medium and Welsh-medium school places will be required in different locations. Additional education places will be required to serve the increase in the school population across the authority from the proposed developments in the LDP.

Supplementary Planning Guidance (SPG) was approved by the local authority in March 2010, and enables the local authority to seek contributions from developers towards the provision of sufficient and suitable school facilities where the development will have an impact on school populations. The SPG is likely to be updated once the LDP is adopted.

The City and County of Swansea Education Department is working with planning and potential developers to achieve the appropriate investment in the education infrastructure from proposed developments to meet future demand for pupil places, consistent with the local authority's overarching strategy. Any investment from developers could be in the form of financial contributions to expand school places, or in the case of large developments (500+ units/houses), a developer could provide a new primary school building.

In the primary sector, there is currently a 10.7% surplus in available school places and 23.7% in the secondary sector. However, there is continuing growth in the demand for Welsh-medium education as higher numbers in earlier year groups feed through to the secondary sector. Coupled with the impact of the LDP, this will provide significant pressure on provision and this will need to be carefully managed through further investment as part of the 21st Century Schools Programme and the LDP strategy.

The local authority will continue to seek to build on the effective strategy adopted over a number of years and deliver further investment in enhanced capacity and facilities. The local authority does not yet know the scale and nature of the future Welsh Government 21st Century Schools Programme, however, it is now preparing to formulate appropriate options for consideration by Cabinet for capital investment beyond Band A of that programme.

Schools and their governing bodies will have a number of opportunities to shape the direction of travel as they have done in the past and all future projects will continue to focus on standards, risk, condition, suitability, landscape, basic need, sufficiency, viability, sustainability and deliverability.

Deliverability will be dependent on contributions from developers and the release of further Welsh Government capital funding.

There are no Welsh-medium federations in Swansea at this time although there is effective collaborative working.

The City and County of Swansea is undertaking a full Childcare Sufficiency Assessment (CSA), to be completed by 31 March 2017. With the use of wide ranging methodology and fieldwork processes with key stakeholders, this assessment will measure the nature and extent of the need for, and supply of, childcare in the area. Through this analysis, local authorities and their partners will be able to identify gaps in childcare provision where parents' needs are not being met and will allow the local authority to plan how to support the market to address the gaps identified.

Mudiad Meithrin are commissioned to support and further develop quality Welsh-medium childcare opportunities in Swansea through agreed targets which are monitored on a quarterly basis. Mudiad Meithrin predominantly support new and existing settings and offer a quality service with the ultimate aim that all providers achieve CSSIW registration.

With this plan, the City and County of Swansea would recommend the maintenance of the three currently registered settings together with the realisation and achievement of registered status with regard to a further nine Cylchoedd Meithrin between 2017 and 2020. Budget permitting, dependence on the continuation of identified need and achievement of set targets via robust performance monitoring, together with further monitoring of the new working structure adopted by Mudiad during mid 2015 following service organisation, the local authority would aim to maintain partnership working with Mudiad Meithrin.

Mudiad Meithrin will also manage the Cymraeg for Kids Project on behalf of the Welsh Government. Cymraeg for Kids will be a key part of Mudiad Meithrin's core service in providing local Welsh-medium education and childcare provision from birth right through to school. The project's aim is to increase the number of nursery-age children that are able to speak Welsh. This will be achieved through sharing information and giving advice and support to parents on the benefits of Welsh-medium education/childcare, the benefits of being bilingual and the importance of introducing Welsh to children as early as possible.

A pre-school survey is undertaken to analyse the demand and take-up of English-medium, Welsh-medium or Faith education (education with a religious character) at least once every three years. Parents of new born babies are surveyed to ask what their preference will be for their child's education. This information is used to enable the authority to meet local and national priorities and targets for increasing Welsh-medium education. The information from the pre-school survey is used along with the local authority's own trend-based pupil projections to assess future needs within school organisation and plans for capital investment.

The seventh survey took place in summer 2014. The analysis of these results can be found at <http://www.swansea.gov.uk/article/10969/pre-school-survey>. The results confirmed intelligence the local authority already had, including indications that there is some unmet demand for Welsh-medium education in some geographic areas.

In September 2012, an additional section on the language preference for pre-school childcare was added to the survey to supplement information from previous Childcare Sufficiency Audits. It is hoped that the continued inclusion of this question in future surveys might evidence geographical demand.

The eighth survey will take place in summer 2017, in accordance with the regulations.

Through the Healthy Cities Board, agencies in Swansea have made a commitment to prioritising Early Years (-nine months to five years) and school readiness. The Best Start Swansea campaign will provide holistic information in bilingual format with the aim of giving children in Swansea the best start in life. The Family Information Service in partnership with organisations such as Menter Iaith and Mudiad Meithrin is a key service in terms of providing parents with information on the benefits of Welsh-medium education in the local authority.

There will be a continuation of the Family Information Service outreach opportunities incorporating key Welsh-medium partners.

Swansea University offers Welsh for Adults classes for non-Welsh speaking parents/carers sending their children to Welsh-medium schools.

A Latecomers' Centre has been established at Ysgol Gymraeg Y Cwm. This Centre includes the provision of extra support for pupils whose Welsh language skills need a boost. Historically, 100% of the cohort remain in Welsh-medium education. The Latecomers' Centre is staffed by one full-time Welsh in Education Officer, and a 0.8FTE (full-time equivalent) teaching assistant.

In the first cohort of 2015-2016 (September 2015-February 2016), 12 latecomers and nine boost pupils attended the Centre. In the second cohort (February 2016 – July 2016). There are 16 pupils who attend in total, including 13 latecomers.

Schools receive targeted support dependent on need to move along the linguistic continuum. Courses are promoted across all schools and training days are

organised in the secondary sector (eg Shwmae days). The launch of the Siarter laith will also support schools in this area.

Provision of bilingual Welsh-medium education has been considered in detail, with the outcome that this is not feasible in City and County of Swansea.

A dual-stream model could be effective in primary sector where:

- there is sufficient surplus capacity in existing schools;
- the school would serve a relatively remote community and allow local provision to be sustained and quality enhanced (while separate schools would not); and
- it would allow provision to be more local and so reduce the cost of home-to-school transport.

However, it could not offer a resolution to the short term pressure on Welsh-medium school places more than the LDP/Band B opportunities could.

Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school.

The current position and targets for the next three years relating to the number of year nine learners who are assessed in Welsh (First Language)

Current Position	2017/2018	2018/2019	2019/2020
10.7%	12.1%	11.6%	13.0%

Main objectives

- Monitor pre-school transfer rates and investigate if rates are low.
- Maintain the high transfer rates from Foundation Phase to key stage 2, key stage 2 to key stage 3 and key stage 3 to key stage 4.

Supporting statement

Progression to	Rate
Non-maintained Welsh-medium childcare settings for children under three and maintained Welsh-medium/bilingual schools providing Foundation Phase provision	MM
Non-maintained Welsh-medium childcare settings for children under three and funded non-maintained Welsh-medium yearly years education settings providing the Foundation Phase	MM
Non-maintained Welsh-medium childcare settings for children under three and funded non-maintained Welsh-medium settings delivering the Foundation Phase	MM
Foundation Phase and key stage 2	98.1%
Key stage 2 and key stage 3	98.2%
Key stage 3 and key stage 4	98.7%

Pre-school to school transfer

Pre-school transfer rate fluctuates year on year – 2014-2015 data was 81.5% overall. Low transfer rates are investigated by the Family Information Service and any concerns are followed up. There are no current concerns regarding the transfer rate.

School transfers

Transfer rates are usually high in Swansea and have been near 100% for a number of years. Few pupils are lost overall, with inward migration at secondary age from Neath Port Talbot and Carmarthenshire. The target will be to maintain this high transfer rate going forward.

Outcome 3: More students aged 14-16 studying for qualifications through the medium of Welsh.

Outcome 4: More students aged 14-19 in study subjects through the medium of Welsh, in schools, colleges and work-based learning.

Current position and targets relating to the percentage of learners entered for GCSE Welsh (first language) entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh.

Current Position	2017/2018	2018/2019	2019/2020
100%	100%	100%	100%

Main objectives

- Retain the current percentage of Year 11 learners in both Welsh-medium secondary schools who study for five or more recognised qualifications through the medium of Welsh
- Continue to focus on improving boys' performance in English and Welsh in Welsh-medium secondary schools
- Develop bilingual delivery and assessment in Gower College Swansea

Supporting statement

100% of Year 11 learners in both Welsh-medium secondary schools study for 5 or more recognised qualifications through the medium of Welsh.

Maintenance is dependent on suitable breadth of option choices and for examination boards/DfES to provide Welsh-medium support for new qualifications.

Welsh-medium secondary schools

Welsh-medium post-14 options will be sustained through the continued development of the Gŵyr – Bryn Tawe 14-16 partnership which offers courses jointly, in addition to those offered at each school. This includes BTEC Level 2 construction held at YG Bryn Tawe and also attended by Year 10 pupils from YG Gŵyr. This course, previously delivered by Neath College, is now delivered in-house to ensure cost effectiveness and sustainability.

Due to continued reductions in funding, the use of Gower College Swansea for courses has been reduced. A level 1 course in Hair and Beauty run by Gower College is attended by YG Bryn Tawe and YG Gŵyr at key stage 4. YG Gŵyr will focus on delivering the vocational pathways for Public Services BTEC, Sports BTEC and Child Development GCSE. YG Bryn Tawe will provide Hair and Beauty BTEC and Childcare BTEC. The Childcare course has proven very popular with strong outcomes in 2016.

The delivery of Cambridge National ICT is proving successful after 75% of pupils

achieved a Level 2 qualification in 2016. The success of the BTEC Level 2 Science continues with almost all candidates achieving a Level 2 in 2016.

The Welsh Baccalaureate is fully established and achieving high standards at Foundation, Intermediate and Higher Levels. WJEC has praised the provision in feedback following moderation visits. Workshops are held by Swansea University to support schools with the Welsh Baccalaureate.

In the last plan, boys' achievement was identified by Welsh-medium secondary schools as a priority and improvement was shown in both. The 2016 results show a dip for boys in English at YG Gŵyr although a slight increase in other indicators at Level 2. The school will continue to target boys' underachievement in language by providing additional support. In YG Bryn Tawe, boys' performance in both English and Welsh has been consistent with previous years, but improving the boys' performance is still a priority in order to further close the gap with the girls' performance.

Swansea University offer regular Welsh-medium Higher Education Taster Days which are attended by YG Gŵyr and YG Bryn Tawe. Regular Welsh-medium revision days are also offered. Welsh-medium secondary school pupils are offered work experience opportunities at Academi Hywel Teifi, Swansea University.

The university also offers targeted Welsh-medium workshops for particular vocations (eg nursing and midwifery to both schools and colleges).

Gower College Swansea

Gower College Swansea will note the Welsh Government's priority key areas for Welsh-medium/bilingual delivery and development. Every effort will be made to match staff Welsh-language skills in learning areas with demand from Welsh-speaking students in subjects, and noting trends. Support and mentoring for Welsh-speaking teaching staff who are not confident to deliver/assess in Welsh will be given. Bilingual Teaching Methodology training for lecturers and assessors, particularly in identified areas including Welsh Government priority key areas and areas where there are viable numbers of Welsh-speaking students over a three-year period. Support material will be developed for bilingual delivery and assessment.

A linguistic skills analysis/requirement when advertising any new or replacement posts will be put in place.

A Welsh First Language GCSE re-sit class will be introduced.

School data (14-16) will be used to inform of numbers and percentages of students completing the Welsh First Language GCSE and Welsh Second Language GCSE full course.

The information will be utilised in the planning for Welsh Second Language AS and A Level courses, as well as specific modules/assignments in learning areas where there are fluent Welsh-speaking teaching members of staff (lecturers and assessors) proficient in delivering the material.

The current position and targets relating to the percentage of learners entered for GCSE Welsh (first language) being entered for at least five further level 1 or level 2 qualifications though the medium of Welsh:

Current Position	2017/2018	2018/2019	2019/2020
100% (secondary schools)	100%	100%	100%

Main objectives

- Provide a range of appropriate course options (where funding allows) in Welsh-medium schools
- Provide Welsh-medium tutorial sessions for students at AS and A level in Gower College Swansea

Supporting statement

Secondary schools

A joint sixth form is operated by the two secondary schools. In 2016-2017, the Gŵyr – Bryn Tawe Sixth Form Partnership had 68 students entering Year 12 (65% of the cohort) and 80 returning to Year 13 in YG Bryn Tawe and 94 students entering Year 12 (64% of the cohort) and 59 returning to Year 13 in YG Gŵyr.

Due to funding restrictions, there has been some reduction in the offer to students. However, a Level 3 Childcare course provided by the school has helped to provide appropriate options to a few students.

The Swansea 14-19 Curriculum Officer and headteacher representatives attend the regional Welsh-medium forum meetings and have received funding for partnership work. The Swansea 14-19 Curriculum Officer has set up a meeting with the Childcare coordinator in Gorseinon and the coordinator in YG Bryn Tawe to share good practice and with the aim of looking into the possibility of introducing relevant Welsh-medium courses at post-16 in the school sixth form.

Gower College Swansea

Gower College Swansea operate discreet Welsh-medium tutorial sessions for General Education students (AS and A Level). There were three groups in 2015-2016 and four groups enrolled in 2016-2017 (45 in Year 1 AS Level and 23 in Year 2 A Level). Although this is a very small percentage of the cohort, there is a slight upward trend in take-up of Welsh-medium tutorial provision, to help maintain students' linguistic skills in Welsh.

There has been a small increase in take-up for AS and A Level Welsh Second Language.

In subjects where there are fluent Welsh-speaking members of teaching staff, all students are given the opportunity to complete assignments in Welsh. Welsh language units are delivered in some subject areas including Health and Social Care and Early Years.

Specific modules can be delivered bilingually in some areas, where there are viable numbers of Welsh-speaking students and Welsh-speaking members of staff who are confident to deliver this. Currently, this is in the areas of Health and Childcare, Catering and Hospitality and Hair and Beauty.

Welsh-medium/bilingual work placements can be found for apprentices in Health and Childcare and Hair and Beauty.

Outcome 5: More students with advanced skills in Welsh

Please refer to annex 1 for data and targets for this outcome.

Main objectives

- Encourage pupils to maximise their informal use of Welsh through the Welsh Language Charter and other experiences offered by schools.
- Deliver a range of initiatives to promote the use of the Welsh language in Gower College Swansea.
- Support schools in improving Welsh language literacy standards

Supporting Statement

Primary Schools – Welsh First Language

Results for Welsh first language at key stage 2 in 2016 are up on 2015 and are the highest ever. They were 93.2% compared to 90.2% nationally and 92.9% in 2015, however there is a drop in ranking from 8th to 11th.

A Welsh first language Officer has been employed since September 2010 to provide in-class support for literacy in Welsh-medium primary schools. Provision is influenced by the needs of the schools and consultation with the Welsh Literacy Performance Specialist. A report from the Officer is provided to PACA at the end of each year. Headteachers have stated that their work has helped to raise standards.

From September 2012, there has been additional support for Welsh-medium primary pupils whose Welsh needs a boost, provided in conjunction with that for Latecomers. Headteachers are pleased with the progress these pupils have made.

Despite good overall improvement in standards, a gender gap remains. It is slightly wider than 2015 but with a positive five-year trend. If a pupil does not make sufficient progress, they will be able to access the boost support.

A performance specialist for Welsh first language literacy has been appointed and works within Welsh-medium primary schools. The performance specialist works closely with the schools and provides training within schools and on a local authority basis.

All Welsh-medium primary schools offer rich residential experiences in Welsh speaking settings – Urdd camps at Llangrannog and Cardiff Bay, Plas Tan y Bwlch. A diverse range of after school activities is provided in each school including various sports clubs, music, computer, gardening and yoga. These are mostly geared towards key stage 2 pupils. They are all conducted through the medium of Welsh and are run mainly by school staff with the assistance of external agencies in some cases.

In addition to breakfast clubs most schools also have after school clubs, all of which run through the medium of Welsh.

A Welsh language charter has been launched, Tafod Tawe. The charter has been created by staff members and pupils from each Welsh-medium primary and secondary school in conjunction with the performance specialist and challenge adviser. The aim of the charter is to inspire our children and young people to use the Welsh language in all aspects of their lives. There are many activities planned both within each school and as an authority to promote Welsh and Welshness within the sector.

Primary schools – Welsh Second Language

The aim of the Welsh in Education Service is to support schools to deliver the statutory function, in line with Estyn recommendations. The Welsh in Education Service reduces variability of assessment at key stage 2 and improves attainment.

Support for Welsh second language is provided according to need identified in accordance with the categorisation system operating at a local authority level; a targeted bespoke support service is provided.

Accuracy of assessment is improving and variability is reducing.

The Welsh in Education Officers are encouraging clusters to improve their planning and structures. In-house training courses are provided for teachers (from Foundation Phase to Year 6); these courses are open to all English-medium primary schools. A yearly coordinators' conference is also arranged.

There is improved regional working and sharing of good practice (including school-to-school support) to increased accuracy and consistency.

Support is provided for improved moderation of assessment. The robustness of teacher assessment is improving and support will continue to focus on embedding assessment across key stage 2 for all teachers.

The percentage of learners at the end of key stage 2 who reach at least Level 4 in the teacher assessment of Welsh Second Language has seen another improvement for 2015-2016 with a score of 74.7%, Swansea having ranked 16th nationally.

The aim for 2017 and beyond is to increase pupils' use of Welsh by promoting a strong Welsh ethos, providing a range of enriching activities, ensuring that learning Welsh is enjoyable, and involving all members of school community. Training and support will be provided to individual schools or clusters upon request.

This will build upon the target for 2016-2017 to embed the new Welsh Charter (Siarter Iaith – Cymraeg Campus), a new initiative created jointly with ERW. The main aim of the Language Charter is to promote and increase the use of Welsh by children and schools

Secondary schools – Welsh First Language

YG Gŵyr has implemented a new approach to co-ordinating Welsh language motivating activities and informal use of Welsh. Three young members of staff have been appointed to share the role of Swyddog Hybu Cymreictod to create a

team approach; this is linking in well with the exciting launch in autumn 2016 of the Siarter Iaith Abertawe which the school is fully committed to; a student group has been created called Criw Cymraeg to be language ambassadors within the school and with primary feeder schools. The school continues to have an annual programme of activities to promote Welsh identity and the use of the Welsh language including lunchtime and after school clubs, special events, assemblies, competitions between classes (eg Y Darian Gymraeg) with prizes throughout the year, educational visits and residential courses in Llangrannog and Glanllyn, and Rhosilli where the language is at the heart of the experience, Urdd activities and competitions and close working with Menter Iaith.

There is a continued drive to raise the use of Welsh in informal situations around YG Bryn Tawe. Motivating pupils to use the language is at the heart of this campaign. Pupil voice and pupil participation are the keys to unlocking this potential in pupils. The student Welsh language council, that includes pupils from all year groups are instrumental in providing ideas and activities to promote the use of informal Welsh – regular activities and the use of rewards being two key strategies decided upon. Along with the Welsh-medium schools in Swansea, Y G Bryn Tawe has been instrumental in helping to establish the very exciting ‘Siarter Iaith’. The school council, being a Rights Respecting School, have organised and run language awareness days (to coincide with Article 30 of UNICEF’s children’s rights charter ‘the right to use your own language’) with the school councils from primary partner schools.

A successful ongoing project facilitated by Trywydd at YG Bryn Tawe continues to be used by the school, improving the use of informal Welsh. It focuses on the awareness of language and the mind-set of pupils. ‘Welshness’ sessions have been included in the PSE programme and pupils map their personal language journey. As well as these formal strategies to promote the use of informal Welsh, the school continues under the BYDI (Balchder Yn Dy Iaith) motto to offer opportunities to further use Welsh in informal settings. These include a Year 7 residential course to Llanmadog, the Year 8 ‘sleepover’ and the Year 9 residential course to Glanllyn. Although an essential whole-school approach is employed, the ‘Welsh Champion’ has overall responsibility for co-ordinating these activities.

Secondary schools – Welsh Second Language

In key stage 3, results are very good with targets met and improved. The target going forward will be to improve the number of pupils achieving levels six and seven. The Welsh in Education Officer will moderate individual school profiles on a termly basis in order to raise standards.

In key stage 4, full course results have been outstanding for 2015-2016. Data shows that pupils studying full course Welsh Second Language GCSE perform much better than the short course. 2016-2017 will be the last cohort of Year 10 pupils entering the short course GCSE. From September 2017, Year 9 pupils will study the new Welsh Second Language course and there will be one course for all pupils. This should in turn improve take-up of the full course.

Network meetings are held termly within the county and resources are shared and

developed. Network meetings have also been established this year within Hwb. Support from the Welsh in Education Officer is provided according to the need identified. This will be further developed from 2017 with collaborative resources by cluster/networking within the county, Hwb and ERW.

Educational visits take place for Urdd, Llangrannog and Glan Llyn. Menter Iaith visit schools to promote incidental Welsh. Diwrnod Shwmae takes place with a competition element to encourage all schools to partake.

From 2017, work in collaboration with ERW schools will take place to produce resources for the new syllabus. The Welsh Service has been approached by Greenhill School/Chief examiner to be on the working party.

Gower College Swansea

Welsh language literacy standards at the college should improve with the introduction of the new Wales Essential Skills Toolkit (WEST) screening tool for Communication, available in Welsh as well as English for relevant students. There are also timetabled re-sit classes for Welsh First Language GCSE introduced from 2016-2017.

The College's Welsh Language Officer and Bilingual Champion are active members of Colegau Cymru's Bilingualism Network and will join a group of representatives from Wales attending a five-day visit to Catalonia in June 2017 to share good practice for bilingualism and minority languages.

The quality of Welsh language/bilingual provision will be enhanced by the permanent full-time appointment of the Bilingual Champion (a previously Government funded three-year appointment). The college continues to pay particular attention to the Welsh Government's Priority key areas for Welsh/bilingual delivery and assessment, and do its utmost to match staff Welsh language skills in learning areas with demand for Welsh provision in subject areas. The college is committed to supporting teaching staff with relevant Welsh-medium/bilingual teaching materials and resources, and offers a Mentoring programme to staff members who wish to develop their skills and confidence in Welsh-medium/bilingual delivery and assessment.

The College's Bilingualism Champion organised a one-day Welsh-medium taster session in Nursing and Midwifery, led by staff from Swansea University. It was attended by 20 students from the College and Welsh-medium 11-18 schools in the areas of Swansea and Carmarthen.

The College is active in some stage and sport, especially homework competitions, as part of the Urdd National Eisteddfod each year. The college was awarded two first prizes and one third prize for art work at the Flintshire National Eisteddfod, May 2016.

Menter Iaith Abertawe staff members visit the college periodically throughout the academic year, notably during induction/freshers' week and for celebrations such as St Dwynwen's Day and St David's Day. Activities include folk dancing

(Twmpath Dawns) and live Welsh contemporary folk-music performances by members of 'Calan'. The College's Welsh Society arranges 'in-house' activities and events to promote the Welsh language and culture.

Learning areas are being increasingly encouraged to include activities and events linked to Welsh language, culture and ethos as part of their annual programme.

Representatives from Y Coleg Cymraeg have attended Gower College Swansea's HE fair and will attend Welsh-medium tutorial sessions during the autumn term, to inform students of bilingual opportunities and additional funding available to them if they choose to study in Welsh at university.

Staff and students from the College's Hair and Beauty department attended a one-day cross-college event organised and hosted by CAVC, funded by Colegau Cymru.

Outcome 6: Welsh medium provision for learners with additional learning needs (ALN)

Main objectives

- Evaluate the provision for the additional learning needs of pupils in Welsh-medium education through regular reviews.
- Provide support and training to SENCos/Support Teachers
- Adopt resources being developed regionally (ERW) to support schools

Supporting statement

Provision in Welsh-medium education, as for English-medium, is reviewed through the ALN Development Plan that forms part of the Additional Learning Needs Unit (ALNU) Operational Plan and Education Department's self-evaluation. Increases in specialist places in existing special schools or specialist teaching facilities (STFs) or new STFs are planned as need becomes evident.

Reviews of the ALN Development Plan are carried out at least twice yearly. As a result of these reviews, it has been established that there is no current need for an additional STF for Welsh-medium pupils.

Demand for STF places in Welsh-medium is established from statutory assessment requests for Welsh-medium provision, annual reviews and analysis of referrals from Health for those in early years.

There is an STF in YG Gŵyr which has ten places, six of which are occupied. There is no waiting list and the authority is not aware of any unmet demand. YG Bryn Tawe has a Speech and Language Resource which covers pupils in both primary and secondary schools across the authority. This is staffed by a Welsh speaking specialist teacher and speech and language therapist and supported by two Welsh speaking teaching assistants. The capacity of this resource supports eleven pupils, but is flexible enough to support at school action and school action-plus as well and the authority is not aware of any unmet demand.

Parents of children undergoing statutory assessment of their special educational needs are given the opportunity to express their preference for their child's education which includes the matter of the medium in which they are educated. This will continue to be taken into account in keeping with the guidance in the SEN Code of Practice for Wales 2002 and ensuring that this data informs the planning of ALN provision in the ALN Development Plan.

The City and County of Swansea also monitors and appraises demand for SEN provision in Welsh-medium schools via the annual SEN survey which assesses pupils with, primarily, literacy difficulties.

The team also appraises demand via the SENCo/Support termly meetings when the SENCos can highlight concerns. Attendance of Welsh-medium SENCos is excellent at SENCo network meetings.

The SEN service level agreement is another mechanism which provides the authority with information and data from Welsh-medium schools.

The Curriculum Support Unit, working with colleagues from the Additional Learning Needs Unit, is able to target support and train teachers and teaching assistants as needed. Feedback from Welsh-medium headteachers is positive about this effective training.

There is a Welsh-medium Dyslexia assessment and resource in place and a Welsh-medium self-evaluation in order for SENCos to assess their provision and plan areas for development in improving provision in their schools.

Work has taken place with a group of SENCos to develop Social Communication, Emotional Regulation and Transactional Support (SCERTS) documents to support pupils with autistic spectrum disorder. Resources and training packages were and continue to be developed and are accessible for other SENCos bilingually.

Work is taking place on the development of a SENCo tool which will be available bilingually for Welsh-medium schools.

It is recognised that there is limited capacity to provide support to Welsh-medium SENCos in their first language but support can be accessed through in-house translation services in order to facilitate this support.

Outcome 7: Workforce planning and continuing professional development.

Main objectives

- Promote the attendance of sabbatical schemes as they become available and attendance of post-scheme review sessions
- Use Professional Learning Communities (PLCs) as a vehicle for raising standards in teaching and learning

Supporting statement

Welsh-medium primary schools

There are no significant recruitment issues for Welsh-medium schools in Swansea. There were no unfilled teaching vacancies in Welsh-medium primary schools in September 2016. Recruitment of teachers is not an issue in the Welsh-medium primary sector with the teaching posts advertised attracting a good response rate.

There were no vacancies for permanent full-time teaching assistants in the Welsh-medium primary schools at the start of September 2016. However, each post advertised attracts fewer candidates than in previous years. Many are graduates wanting experience before applying for the PGCE course.

Part-time posts and posts with temporary contracts remain harder to fill.

Headteacher posts remain an issue with a very small number of applicants. The local authority, through schools' challenge advisers, supports all headteacher appointments and can advise on other recruitment issues through Human Resources personnel.

The local authority provides effective training for ALN which is available in the medium of Welsh through a trained member of staff from a Welsh-medium primary school.

There is a sabbatical course run by University of Wales Trinity St David for teachers and teaching assistants within the Welsh-medium sector to improve their language skills. The first year of the course began in 2016 and there are 14 teaching assistants on the course at present.

English-medium primary schools

Swansea school-based and central staff have accessed the Welsh Government's Sabbatical Schemes as they have become available. Swansea's Welsh Centre works with the University of Wales Trinity St David to identify primary school staff to attend the courses. In 2015-2016, there were 10 Swansea teachers on the Foundation course (summer term 2016), and 10 teaching assistants attended the

Entry level course (spring term 2016). This will continue for 2017 onwards.

The Welsh Service and University of Wales Trinity St David organise review sessions (or post-sabbatical care sessions) after each cohort to share experiences of application of skills in the classroom. Monitoring sessions by Welsh in Education Officers in schools to provide further support; clear action plans and targets are agreed with schools and sabbatical candidates.

Swansea University offers Welsh for adults classes which are targeted at staff in non-Welsh-medium schools in order to support the Welsh ethos.

Welsh-medium secondary schools

Welsh first language secondary schools face challenges recruiting teachers in English, Maths and Science. Welsh Government strategies to incentivise excellent graduates to enter the Welsh-medium PGCE would be welcomed.

There are no significant headteacher recruitment issues for Welsh-medium schools in Swansea. The local authority, through schools' challenge advisers, supports all headteacher appointments and can advise on other recruitment issues through Human Resources personnel.

A mainstream teacher and SENCo from YG Bryn Tawe, working in close collaboration with other secondary schools and the Welsh Government co-ordinator for HLTAs in Wales conducted research into 'Effective use of learning support assistants in the secondary school sector' in 2014. Findings were reported to headteacher representatives.

YG Gŵyr continues to use Professional Learning Communities (PLCs) as a vehicle for raising standards in teaching and learning. In 2016-2017 the focus will be on developing pedagogical awareness, digital literacy, literacy across languages and decreasing the effect of deprivation on educational outcomes. The school will also be planning the curriculum for key stage 3 as a Curriculum and New Deal pioneer school.

YG Bryn Tawe continues to run a school-based PLC and still works very closely with their partner primaries in changing language habits in younger pupils. There are six PLCs in school for 2017-2017 – literacy, numeracy, changing behaviour, pioneer curriculum, more able and talented, and changing language habits.

Gower College Swansea

One member of teaching staff attended the Welsh Government's 'Sabbatical Scheme run by Sgilliaith during 2014-2015, and has since been delivering some discreet Welsh language modules. Two members of teaching staff have applied to attend the MA module in Bilingual Teaching Methodology for 2016-2017.

Signed: Date:

(This needs to be signed by the Chief Education Officer within a local authority)

Annex 1 Data

Outcome 1: More seven-year-old children being taught through the medium of Welsh

Expanding provision

What is the percentage of seven-year-old children currently taught through the medium of Welsh?

15.3% (2015-2016 Year 2 = 401/2621 excluding NEWBES)

Outcome 2: More learners continuing to improve their language skills on transfer from primary school to secondary school

What is the current percentage of learners in Year 9 who are assessed in Welsh (First Language)?

10.7% (2016-2016 Year 9 = 249/2332 excluding NEWBES)

How does this figure compare with percentage of learners in Year 6 who were assessed in Welsh (First Language) three years earlier?

10.4% (2012-2013 Year 6 = 251/2413 excluding NEWBES)

Effective transfer and linguistic continuity

What are the rates of progression between:

- non-maintained Welsh-medium childcare settings for children under three and maintained Welsh-medium/bilingual schools delivering the Foundation Phase?
- non-maintained Welsh-medium childcare settings for children under three and funded non-maintained Welsh-medium settings delivering the Foundation Phase?
- funded non-maintained Welsh-medium settings and maintained Welsh-medium/bilingual schools?
- non-maintained Welsh-medium childcare settings for children under three and funded non-maintained Welsh-medium settings delivering the Foundation Phase and subsequently maintained Welsh-medium/bilingual schools?

Early attendance figures are set out below. Progression rates cannot be calculated until the official data is published in November.

Table 1 Cylchoedd Ti a Fi (Welsh Medium Parent and Toddler Groups)
(where known, last year's figures are included in brackets)

Names of the Cylchoedd Ti a Fi (Swansea)	Ward / Area	Number of children on the register	Number of Children Attending per week

Capel Y Nant	Clydach	38	26
Treboeth	Treboeth	14	7-10
Waunarlywydd	Waunarlywydd	9	9
Bonymaen	Bonymaen		
Christwell	Manselton	30	14-16
Mwmbwls	Mumbles	20	10
Lon Las	Llansamlet	22	10
Gendros	Gendros	(6) 24	(4) 12
Clydach	Clydach	Cau / Closed	
Felindre	Felindre	Cau / Closed	
Llangyfelach	Llangyfelach	(16) 14	(6 Tues) (16 Fri) 6
Parc Y Werin	Gorseinon	10	10
Penllergaer	Penllergaer	28	15
Sgeti	Sketty	25	14

Table 2 Unregistered Cylchoedd Meithrin
(where known, last year's figures are included in brackets)

Name of the Cylch Meithrin	Ward / Area	Number of children on the register	Number of Children Attending per week
Sgeti	Sketty	(17) 9	(17) 9
Waunarlywydd	Waunarlywydd	(23) Wedi cau / Closed	(23)
Lon Las	Llansamlet	(31) 16	(31) 16
Pontarddulais	Pontarddulais	(31) 25	(31) 25
Penllergaer	Penllergaer	(21) 7	(21) 7
Mwmbwls	Mumbles	(20) 12	(20) 12

Table 3 Care and Social Services Inspectorate Wales (CSSIW) Registered Cylchoedd Meithrin

(where known, last year's figures are included in brackets)

Names of CSSIW registered Cylchoedd Meithrin	Area / Ward	Number of children on register	Number of children attending on a weekly basis
Clydach	Clydach	(45) 12	(45) 12
Parc y Werin	Gorseinon	(27) 52	(27) 52
Treboeth Tirdeunaw	Treboeth	(32) 28	(32) 28
Plantos Bach	Penplas	(17) Cau/Closed due to relocation	(17)

- Foundation Phase and key stage 2?

Year 2 2015 = 413, Year 3 2016 = 405 so rate = 98.1%

- Key stages 2 and 3?

Year 6 2015 = 281, Year 7 2016 = 276 so rate = 98.2%

- Key stages 3 and 4?

Year 9 2015 = 236, Year 10 2016 = 233 so rate = 98.7%

If your local authority has bilingual secondary schools (categories 2A, 2B, 2C and 2CH), please provide data for each school showing how many pupils are in the Welsh-medium stream and how many are in the English-medium stream, by Key Stage.

There are no bilingual schools in City and County of Swansea.

Outcome 3: More learners aged 14-16 studying for qualifications through the medium of Welsh

Outcome 4: More learners aged 16-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning

Increasing the percentage of learners aged 14 -16 studying for qualifications through the medium of Welsh

What is the current percentage of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 5 or more further Level 1 or Level 2 qualifications through the medium of Welsh?

100%

What are the local authority's targets for increasing this percentage? This can be expressed either as annual targets or as a single end of plan target

Maintain 100% target

What is the current percentage of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 2 or more further Level 1 or Level 2 qualifications through the medium of Welsh?

100%

(You should NOT include Welsh literature. Applied GCSEs, double science count as two subjects; short courses count as one subject. It may not be possible to include BTEC because the awarding body does not differentiate between Welsh-medium and English-medium)

What are the local authority's targets for increasing this percentage?
This can be expressed either as annual targets or as a single end of Plan target

Maintain 100% target

Increasing the percentage of learners aged 16-19 who study subjects through the medium of Welsh in schools

What is the percentage of learners aged 16-19 who study 2 or more subjects through a) the medium of Welsh b) bilingually (eg elements of qualifications/modules)?

Welsh-medium secondary schools (100%)

Gower College Swansea

a) and b) A very small percentage of the cohort.

Outcome 5: More learners with higher skills in Welsh

Improving provision and standards in Welsh First Language

What is the percentage of learners at the end of the Foundation Phase who reach at least Foundation Phase Outcome 5 in Language, Literacy and Communication Skills in Welsh-medium/bilingual schools?

92.0% in 2016

What is the percentage of learners at the end of Key Stage 2 who reach at least Level 4 in teacher assessment in Welsh?

93.2% in 2016.

What is the percentage of learners at the end of Key Stage 3 who reach at least Level 5 in teacher assessment in Welsh?

95.6% in 2016.

What is the percentage of learners at the end of Key Stage 4 who achieve grades A*-C in GCSE Welsh first language?

2016 209/255 = 82%

Improving provision and standards of Welsh Second Language

	Percentage in 2015-2016	Year on year target
What is the percentage of learners at the end of Key Stage 2 who reach at least Level 4 in the teacher assessment of Welsh Second Language?	74.7%	c.75%
What is the percentage of learners at the end of Key Stage 3 who reach at least Level 5 in the teacher assessment of Welsh Second Language?	83.7%	c.84%
What is the percentage of learners at the end of Key Stage 4 who achieve grades A*-C in GCSE Welsh Second Language Full Course?	2016 397/2146 = 18.5%	c.19%
What is the percentage of learners at the end of Key Stage 4 who achieve grades A*-C in GCSE Welsh Second Language Short Course?	2016 654/2146 = 30.5%	c.31%
What percentage of the cohort is entered for (i) GCSE Welsh Second Language Full Course; (ii) GCSE Welsh Second Language Short Course; and (iii) not entered for either?	FC = 426/2146 = 19.9% in 2016, SC = 1261/2146 = 58.8%	Full Course: TBC as a result of removal of short course. The short course will be removed from 2017 onwards.

More learners with higher-level Welsh language skills

What are the current total A Level Welsh first language entries as a percentage of GCSE Welsh first language entries two years earlier?

GCSE Welsh first language Summer 2014 – 235 entries

A Level (A2) Welsh first language entries Summer 2016 – 20 entries
= 8.5% of entries two years earlier

-of the full and short course GCSE Welsh second language entries two years earlier?

GCSE Welsh second language Summer 2014 – 313 full course, 1347 short course

A Level Welsh second language entries Summer 2016 schools – 11 entries

A Level Welsh second language entries Summer 2016 GCS – 7 entries

= 5.75 % of full course GCSE entries two years earlier

= 1.08% of full and short course entries two years earlier

Targets

2016/2017	2017/2018	2018/2019	2019/2020
Welsh first language – 22 entries	20-25	20-25	20-25
Welsh second language	TBC due to removal of short course		

Outcome 6: Welsh-medium provision for learners with additional learning needs

No data

Outcome 7: Workforce planning and continuing professional development

No data

Report of the Interim Head of Legal & Democratic Services

Cabinet – 17 November 2016

EXCLUSION OF THE PUBLIC

Purpose:	To consider whether the Public should be excluded from the following items of business.	
Policy Framework:	None.	
Reason for Decision:	To comply with legislation.	
Consultation:	Legal.	
Recommendation(s):	It is recommended that:	
1)	The public be excluded from the meeting during consideration of the following item(s) of business on the grounds that it / they involve(s) the likely disclosure of exempt information as set out in the Paragraphs listed below of Schedule 12A of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007 subject to the Public Interest Test (where appropriate) being applied.	
	Item No.	Relevant Paragraphs in Schedule 12A
	12	14
Report Author:	Democratic Services	
Finance Officer:	Not Applicable	
Legal Officer:	Tracey Meredith – Interim Head of Legal & Democratic Services (Monitoring Officer)	

1. Introduction

- 1.1 Section 100A (4) of the Local Government Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007, allows a Principal Council to pass a resolution excluding the public from a meeting during an item of business.
- 1.2 Such a resolution is dependant on whether it is likely, in view of the nature of the business to be transacted or the nature of the proceedings that if members of the public were present during that item there would be disclosure to them of exempt information, as defined in section 100I of the Local Government Act 1972.

2. Exclusion of the Public / Public Interest Test

- 2.1 In order to comply with the above mentioned legislation, Cabinet will be requested to exclude the public from the meeting during consideration of the item(s) of business identified in the recommendation(s) to the report on the grounds that it / they involve(s) the likely disclosure of exempt information as set out in the Exclusion Paragraphs of Schedule 12A of the Local Government

Act 1972 as amended by the Local Government (Access to Information) (Variation) (Wales) Order 2007.

- 2.2 Information which falls within paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended is exempt information if and so long as in all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.
- 2.3 The specific Exclusion Paragraphs and the Public Interest Tests to be applied are listed in **Appendix A**.
- 2.4 Where paragraph 16 of the Schedule 12A applies there is no public interest test. Councillors are able to consider whether they wish to waive their legal privilege in the information, however, given that this may place the Council in a position of risk, it is not something that should be done as a matter of routine.

3. Financial Implications

- 3.1 There are no financial implications associated with this report.

4. Legal Implications

- 4.1 The legislative provisions are set out in the report.
- 4.2 Councillors must consider with regard to each item of business set out in paragraph 2 of this report the following matters:
 - 4.2.1 Whether in relation to that item of business the information is capable of being exempt information, because it falls into one of the paragraphs set out in Schedule 12A of the Local Government Act 1972 as amended and reproduced in Appendix A to this report.
 - 4.2.2 If the information does fall within one or more of paragraphs 12 to 15, 17 and 18 of Schedule 12A of the Local Government Act 1972 as amended, the public interest test as set out in paragraph 2.2 of this report.
 - 4.2.3 If the information falls within paragraph 16 of Schedule 12A of the Local Government Act 1972 in considering whether to exclude the public members are not required to apply the public interest test but must consider whether they wish to waive their privilege in relation to that item for any reason.

Background Papers: None.

Appendices: Appendix A – Public Interest Test.

Public Interest Test

No.	Relevant Paragraphs in Schedule 12A
12	Information relating to a particular individual.
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 12 should apply. His view on the public interest test was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest in requiring the disclosure of personal data he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
13	Information which is likely to reveal the identity of an individual.
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 13 should apply. His view on the public interest test was that the individual involved was entitled to privacy and that there was no overriding public interest which required the disclosure of the individual's identity. On that basis he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
14	Information relating to the financial or business affairs of any particular person (including the authority holding that information).
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 14 should apply. His view on the public interest test was that:</p> <p>a) Whilst he was mindful of the need to ensure the transparency and accountability of public authority for decisions taken by them in relation to the spending of public money, the right of a third party to the privacy of their financial / business affairs outweighed the need for that information to be made public; or</p> <p>b) Disclosure of the information would give an unfair advantage to tenderers for commercial contracts.</p> <p>This information is not affected by any other statutory provision which requires the information to be publicly registered.</p> <p>On that basis he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>

No.	Relevant Paragraphs in Schedule 12A
15	<p>Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 15 should apply. His view on the public interest test was that whilst he is mindful of the need to ensure that transparency and accountability of public authority for decisions taken by them he was satisfied that in this case disclosure of the information would prejudice the discussion in relation to labour relations to the disadvantage of the authority and inhabitants of its area. On that basis he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
16	<p>Information in respect of which a claim to legal professional privilege could be maintained in legal proceedings.</p>
	<p>No public interest test.</p>
17	<p>Information which reveals that the authority proposes: (a) To give under any enactment a notice under or by virtue of which requirements are imposed on a person; or (b) To make an order or direction under any enactment.</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 17 should apply. His view on the public interest test was that the authority's statutory powers could be rendered ineffective or less effective were there to be advanced knowledge of its intention/the proper exercise of the Council's statutory power could be prejudiced by the public discussion or speculation on the matter to the detriment of the authority and the inhabitants of its area. On that basis he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>
18	<p>Information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime</p>
	<p>The Proper Officer (Monitoring Officer) has determined in preparing this report that paragraph 18 should apply. His view on the public interest test was that the authority's statutory powers could be rendered ineffective or less effective were there to be advanced knowledge of its intention/the proper exercise of the Council's statutory power could be prejudiced by public discussion or speculation on the matter to the detriment of the authority and the inhabitants of its area. On that basis he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider this factor when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.</p>

Agenda Item 12.

By virtue of paragraph(s) 14 of Schedule 12A
of the Local Government Act 1972
as amended by the Local Government (Access to
Information) (Variation) (Wales) Order 2007.

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