

City and County of Swansea

Notice of Meeting

You are invited to attend a Meeting of the

Scrutiny Performance Panel – Education

At: Remotely via Teams

On: Thursday, 22 October 2020

Time: 4.00 pm

Convenor: Councillor Lyndon Jones MBE

Membership:

Councillors: C Anderson, A M Day, M Durke, S J Gallagher, D W Helliwell, B Hopkins, L James, S M Jones, M A Langstone and L J Tyler-Lloyd. Co-opted

Members: D Anderson-Thomas and A Roberts

Agenda

Page No.

- 1 Confirmation of Panel Convener
- 2 Apologies for Absence.
- 3 Disclosure of Personal and Prejudicial Interests. www.swansea.gov.uk/disclosuresofinterests
- 4 Prohibition of Whipped Votes and Declaration of Party Whips
- 5 Letters and Minutes 1 9
- 6 Public Questions

Questions must be submitted in writing, no later than noon on the working day prior to the meeting. Questions must relate to items on the agenda.

7 Education Recovery and Return to Schools 10 - 15

Invited: Cllr Jen Raynor Cabinet Member Education Improvement, Learning and Skills and Helen Morgan Rees (Interim Director of Education)

8 Planning the Education Scrutiny Work Programme 2020/2021 16 - 17

Next Meeting: Thursday, 19 November 2020 at 4.00 pm

Huw Ears

Huw Evans Head of Democratic Services Thursday, 15 October 2020

Contact: Michelle Roberts, Scrutiny Officer





Agenda Item 5

The Guildhall, Swansea, SA1 4PE www.swansea.gov.uk

COUNCILLOR LYNDON JONES
Convener – Education Scrutiny
Performance Panel

BY EMAIL

Please ask for: Councillor Jennifer Raynor
Direct Line: 01792 63 7429
E-Mail: cllr.jennifer.raynor@swansea.gov.uk
Our Ref: JR/KH

Your Ref:

Date: 1 September 2020

Dear Councillor Jones

In response to your letter following the meeting on 15 July 2020, and request for confirmation about the financial position to schools that operated as hubs during the lockdown, I would make the following comments:

Schools have worked together as hubs with the expectation that available resources would be shared to support the specific hubs that have been operated during the lockdown. There will have been additional costs incurred by a specific school delegated budget on behalf of a wider cluster and which will need to be appropriately shared across each school's budget within that cluster. It would clearly be inappropriate for a school that has been open throughout as an emergency child care setting to be effectively penalised by comparison with a school which was not required for a setting over this period.

We have provided advice and guidance to schools which stressed that:

- As an Authority we are not proposing to review or reduce the delegated schools budget quantum in any way as a result of the lock down.
- As an Authority we are seeking to capture the clear additional financial impacts of the current COVID 19 crisis. However, it is important to recognise the need to be cautious at this stage in terms of any significant additional spending commitments that schools enter into. The present Welsh Government (WG) ground rules are very limited and it cannot be assumed that any financial impacts will simply be under-written either by the WG or the Authority.
- There are two main avenues that we are continue to pursue with the WG to seek to do this, specifically recording and evidencing:
 - The additional costs incurred by the Council in responding to the crisis some specific costs clearly should be reclaimable against the national, but limited, overall sums available.
 - Any resulting loss of income it is hoped that some income losses will be recompensed.
- Clearly any reimbursement of costs to schools is dependent on the extent of success in any claim for reimbursement from the WG.



We have advised that the following basic principles should be followed in regard to any claim for reimbursement would include:

- **Unavoidable** it would not be reasonable to seek to recover costs incurred where action was unnecessary or there were other less costly alternatives
- Additional schools and wider education services have received base funding in
 the usual way and we have first sought to respond to the crisis by using existing
 available resources, particularly existing staffing. Any clear additional costs
 incurred must be purely the result of COVID 19 actions and not any underlying
 base budget shortfall that a school would in any case have had to manage (for
 example due to falling pupil numbers).
- Mitigated before seeking reimbursement of any specific additional costs it is only reasonable to expect that these should wherever possible have been mitigated or offset by any savings accruing over the period from the changes in scale and nature of provision, across all schools
- Evidenced no claim for reimbursement from the WG is likely to be successful without clear recording and evidencing of the specific costs and other financial impacts

In the first instance the priority has been to identify and evidence the financial impact on the education budget as a whole in order to seek to recover the appropriate amount as part of any authority wide claim made to the WG. In this respect it would be expected that the additional costs incurred by some schools would be balanced (mitigated) against any savings benefiting other schools, in the same way as any additional non-delegated costs will need to be offset by any potential savings across other non-delegated budgets.

Examples of the possible costs that schools might wish to consider in terms of identifying and evidencing any claim for reimbursement would include:

- Additional staffing costs facing school delegated budgets as a result of the freeze on ER/VR processes
- Additional hours of teaching assistants paid outside of term and normal contracted hours
- Additional net utility, PPE and travel costs to support emergency childcare settings and the distribution of free school meal 'grab and go' daily packs and weekly food bags
- Loss of income from school lettings and clubs where such income would have been excess of the additional costs incurred by the school

Please let me know if you require any more information.

Yours sincerely

Y Cynghorydd / Councillor Jennifer Raynor Aelod Y Cabinet Dros Wella Addysg, Dysgu A Sgiliau

Mayra

Cabinet Member for Education Improvement, Learning and Skills





To:
Councillor Jennifer Raynor
Cabinet Member for Education
Improvement, Learning and Skills

BY EMAIL

Please ask for: Gofynnwch am:

Scrutiny

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Date Dyddiad:

e-Bost:

12 August 2020

Summary: This is a letter from the Education Scrutiny Performance Panel to the Cabinet Member for Education Improvement, Learning and Skills following the meeting of the Panel on 15 July 2020. It covers Service Specific Update on Covid-19 Pandemic.

Dear Cllr Raynor,

Education Scrutiny Performance Panel – 15 July 2020

I would be grateful if you could pass on the thanks of the Panel to Head teachers, Teachers, and support staff across Swansea as well as to Nick Williams and his team for the work they have done since the start of the coronavirus pandemic.

In addition, we would like to note the innovative work that has been done by a number of schools in producing PPE for the NHS and local communities. This has literally been lifesaving.

As you know, the Panel met on 15 July to receive an update on the Covid-19 Pandemic in relation to Education. We would like to thank you, Nick Williams and Helen Morgan-Rees for attending to present the item and answer the Panel's questions. We appreciate your engagement and input.

We are writing to you to reflect on what we learnt from the discussion, share the views of the Panel, and, where necessary, raise any issues or recommendations for your consideration and response. The main issues discussed are summarised below:

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU

SWANSEA COUNCIL / CYNGOR ABERTAWE
GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE
www.swansea.gov.uk/www.abertawe.gov.uk

Service Specific Update on Covid-19 Pandemic

We understand the Department kept in touch with approximately 140 most vulnerable children during lockdown, contacting them by phone/email, offering child care spaces and querying why places were not taken up. You stated that you recognise there will be vulnerable pupils who will need to continue with remote working indefinitely.

We asked if the system has been able to cope with remote learning and if there have been any problems with bandwidth etc. We were informed that no problems have been reported and that accessibility was more of an issue as it took time to get devices out to families who did not have IT. We heard that you worked closely with schools, especially secondary, to repurpose machines. We also heard that dongles have been allocated. We understand that schools will need machines back by 14 September and this is a challenge but you think a solution can be found.

We asked about the level of engagement through digital learning and heard that engagement was patchy. However, where engagement was patchy, schools queried with parents/learners what the barriers were to remote digital learning and paper based learning and how engagement could be improved, and that most schools were proactive in seeking feedback and responding to feedback.

We expressed concern that the good stuff learnt from new remote digital learning is not lost. You confirmed that one of the biggest lessons learnt is the need to continue developing the digital strategy and putting more training in place, both in case of further lockdown and it offers more flexibility; and to share expertise across schools so a full raft of learning materials is available either at home or in a classroom situation. We were pleased to hear that in a similar way you want to work with post-16 providers.

We understand that broadband width of all schools was increased substantially before lockdown, and if the expectation is for pupils to continue working digitally you will need to look at improving black spots in certain areas of Swansea that have problem with WIFI.

We asked about the working relationship with Social Services, how we get the balance right between Social Care and Education and if there is a need for more integration, for example, if there is scope to have more Social Services staff based in or linked to schools from September. We heard that the relationship was already good but the crisis has forced departments to work in a slightly different way and there has been a great deal of integration during the crisis that will continue; that the relationship developed with officers working across departments is key and if we can integrate other resources it can only be good news. We were informed that Social Services is moving ahead with early help hubs despite the crisis and that first indications suggest it is successful. We were very pleased to hear this.

In terms of mental health, we asked about preparedness, when schools return to fulltime in September, to deal with increase in demand from pupils who will have anxiety. We heard that it is difficult to gauge demand and that the Department will be re-issuing guidance on successful transition back to school. We understand that getting back to the routine of learning in school will help but there will be pupils who are more vulnerable and that they will be monitored carefully. We also heard that

staff will be offered more training including bereavement training. We heard that there will be a stretch on resources and you referred the Panel to information provided to Cllr Peter Black's question at last Council meeting on how you intend to spend the extra money Council has received for well-being and mental health. We understand that there will be two separate funds used to provide additional support.

Health and safety was discussed and we asked if a Local Authority employee would visit schools next term to check on health and hygiene. Officers confirmed that 100% of schools in Swansea have already been contacted about health and safety, 90% of schools have received a visit from a Health and Safety Officer, and a telephone conversation was held with the remainder. We heard that the Legionella test procedure has also taken place in all schools that needed it.

We discussed support for disadvantaged pupils who missed out during lockdown. We heard that some of the check in and catch up time in schools enabled disadvantaged pupils to go in and catch up. Schools also checked that all pupils were not falling too far behind. We understand that, in September, there will be a period of transition to check everyone gets what they need - basics in literacy and numeracy will be checked before moving forward with the curriculum, and this may take time. Schools will not be too quick to assess pupils and will ensure well-being first.

We heard that there is a need to be aware of staff well-being. It will be a difficult period of learning when schools go back in September and how this is supported will be key. We understand that Welsh Government has announced funding for additional staff but there is no clarity yet on how this will be provided or what it means for each school.

We asked if schools that operated as hubs during lockdown, would receive any financial compensation for doing so, because by comparison those schools that did not do so, were effectively mothballed, so were able to make savings on operating costs, thus putting them in a better financial position than those schools that remained open.

You told us how the Department has proactively worked with the Home Office to support asylum seeker families to ensure funding via special cards for free school meals and that Swansea is the only area in the UK apart from Northern Ireland to adopt this practice. You told us how very proud you are of staff for doing this. You also told us how the Department were able to work with pupils with additional learning needs (ALN).

We expressed our concern about the return to school in September and asked for assurances that there will be a structured approach. The Director of Education confirmed there would be a staged approach to return for the first two weeks but that all schools in Swansea will be fully open from 14 September as instructed by Welsh Government.

You asked about bringing an item to an early future meeting on what has been learnt and changes going forward from September. We agreed this would be a good idea and will add 'Impact of Covid-19 going forward' to the work programme.

Finally, on behalf of the Panel, we would once again like to thank Nick Williams, Helen Morgan-Rees and the team in Education and head teachers and staff in schools for the

tremendous job they have done during the crisis and also thank pupils who have risen to the challenges.

Your Response

We hope you find this letter useful and informative. We would welcome your comments on any of the issues raised but please provide a formal written response by 02 September to the following:

 Confirmation about the financial position of schools that operated as hubs during lockdown.

Yours sincerely

COUNCILLOR LYNDON JONES

Convener, Education Scrutiny Performance Panel <u>Cllr.lyndon.jones@swansea.gov.uk</u>



City and County of Swansea

Minutes of the Scrutiny Performance Panel – Education

Remotely via Microsoft Teams

Wednesday, 15 July 2020 at 2.00 pm

Present: Councillor L R Jones (Chair) Presided

Councillor(s)Councillor(s)Councillor(s)A M DayS J GallagherL S GibbardD W HelliwellB HopkinsL JamesS M JonesM A LangstoneL J Tyler-Lloyd

Co-opted Member(s) Co-opted Member(s)

D Anderson-Thomas A Roberts

Other Attendees

Jennifer Raynor Cabinet Member - Education Improvement, Learning &

Skills

Officer(s)

Liz Jordan Scrutiny Officer

Helen Morgan-Rees Head of Education Achievement & Partnership

Nick Williams Director of Education

Apologies for Absence

Councillor(s): C Anderson and M Durke

1 Disclosure of Personal and Prejudicial Interests.

Cllr Mike Day and Cllr Susan Jones declared a personal interest in item 6.

2 Prohibition of Whipped Votes and Declaration of Party Whips

No declarations were made.

3 Letters and Minutes

The Panel considered letters and minutes from previous meetings and agreed the minutes of the meeting on 13 February, 18 February and 12 March 2020 as an accurate record of the meeting.

The Panel had visited Pentrehafod Comprehensive School on 12 March. The Chair stated how impressed the Panel was with everything going on at the school and the performance of staff.

4 Public Question Time

No questions were submitted by members of the public.

5 Presentation - Service Specific Update on Covid-19 Pandemic

Cllr Jennifer Raynor, Cabinet Member for Education Improvement, Learning and Skills, Nick Williams, Director of Education and Helen Morgan-Rees, Head of Achievement and Partnership presented an update on the Covid-19 Pandemic in relation to Education and answered the Panel's questions.

Discussion Points:

- Panel thanked Head Teachers, teachers and support staff, and Director of Education and his team for work they have done since start of pandemic and also thanked pupils who had risen to the challenge
- Panel noted innovative work done by a number of schools in producing PPE for NHS and local communities
- Department kept in touch with approximately 140 most vulnerable children during lockdown. There will be vulnerable pupils who will need to continue with remote working indefinitely.
- Panel queried if system has been able to cope with remote learning. Informed no problems reported. Accessibility more of an issue. Took time to get devices out to families who did not have IT.
- Panel queried level of engagement through digital learning. Informed engagement was patchy. Schools queried with parents what barriers were and responded to feedback.
- Panel concerned good stuff learnt from new remote digital learning is not lost.
 One of biggest lessons learnt is need to continue developing digital strategy and putting more training in place.
- Broadband width of all schools increased substantially before lockdown. If expect pupils to continue working digitally will need to look at improving black spots in certain areas of Swansea that have problem with WIFI.
- Panel asked about working relationship with social services, how we get the balance right between social care and education and if there is a need for more integration. Officers confirmed crisis forced them to work in a slightly different way and there has been great deal of integration during crisis that will continue.
- Panel queried preparedness, when schools return to full time in September, to
 deal with increase in demand from pupils who will have anxiety. Informed
 difficult to gauge demand. Department will be re-issuing guidance on
 successful transition back to school. There will be pupils who are more
 vulnerable and they will be monitored carefully. Staff will be offered more
 training including bereavement training. There will be a stretch on resources.
- Panel queried if Local Authority employee would visit schools next term to check on health and hygiene. Confirmed 100% of schools in Swansea already contacted about health and safety, 90% of schools visited by Health

Minutes of the Scrutiny Performance Panel – Education (15.07.2020) Cont'd

- and Safety Officer, and telephone conversation had with the remainder. Legionella test procedure also taken place in all schools that needed it.
- Support for disadvantaged pupils who missed out during lockdown was discussed. Some of the check in and catch up time in schools enabled disadvantaged pupils to go in and catch up. Schools have checked all pupils not falling too far behind. In September there will be period of transition to check everyone gets what they need.
- Need to be aware of staff well-being. It will be a difficult period of learning
 when go back to school and how this is supported will be key. Welsh
 Government announced funding for additional staff but no clarity yet on how
 this will be provided or what it means for each school.
- Panel queried if schools that operated as hubs during lockdown would receive financial compensation for doing so.
- Department proactively worked with Home Office to support asylum seeker families to ensure funding via special cards for free school meals and Department was able to work with pupils with additional learning needs
- Panel concerned about return to school and asked for assurance that there
 will be a structured approach. Director of Education confirmed there will be a
 staged approach to return for the first two weeks but all schools in Swansea
 will be fully open from 14 September as instructed by Welsh Government.

Actions:

- Department to provide confirmation about financial position of schools that operated as hubs during lockdown
- Add to future work programme 'Impact of Covid-19 going forward'.

The meeting ended at 3.10 pm.

Education Directorate

Recovery and Return to Schools

Education Scrutiny Performance Panel

22 October 2020

Cyfarwyddiaeth Addysg

Adferiad a dychwelyd i'r ysgol

Panel Perfformiad Craffu - Addysg

a sgiliau 22 Hydref 2020



- Return to schools task and finish group
- Development of operational guidance
- Continuity of learning plan and policy
- Ease of provision for FSM pupils
- Attendance rates after 14 September
- Supporting decisions
- Challenging safe operations
- Stock take with Estyn

- Grŵp Tasg a Gorffen dychwelyd i'r ysgol
- Datblygu arweiniad gweithredol
- Cynllun a pholisi parhad dysgu
- Hwyluso'r ddarpariaeth i ddisgyblion sy'n derbyn PYDd
- Cyfraddau presenoldeb ar ôl 14 Medi
- Cefnogi penderfyniadau
- Herio gweithrediadau diogel
- Pwyso a mesur gydag Estyn



- Successful virtual meetings with all headteachers
- Well attended virtual meetings with governors
- Returning to previous business
- Surveying parents with 84% satisfaction
- Drop in sessions for headteachers
- Listening to feedback continually
- Reducing frequency of crisis meetings
- Increasing frequency of meetings with all schools

- Cyfarfodydd rhithwir llwyddiannus gyda'r holl benaethiaid
- Cyfarfodydd rhithwir a fynychwyd gan lawer o lywodraethwyr
- Dychwelyd i fusnes blaenorol
- Cynnal arolwg rhieni, gydag 84% ohonynt yn fodlon
- Sesiynau galw heibio i benaethiaid
- Gwrando ar adborth yn barhaol
- Lleihau amlder cyfarfodydd argyfwng
- Cynyddu amlder cyfarfodydd gyda'r holl ysgolion



- Incremental steps to increase capacity in September with new principles
- Increased uptake of digital methods via Swansea virtual school and HWB
- Rapid review of blended learning
- Accelerated learning programme grant
- Priority testing for school workforce
- Test trace and protect support
- Partial reductions in operations
- Communication with parents

- Camau cynyddol i gynyddu nifer y disgyblion ym mis Medi gydag egwyddorion newydd
- Mwy o bobl yn defnyddio dulliau digidol drwy ysgol rithwir Abertawe a'r HWB
- Adolygiad cyflym o ddysgu cyfunol
- Grant y rhaglen dysgu carlam
- Blaenoriaethu profion ar gyfer y gweithlu ysgolion
- Cefnogi'r system Profi, Olrhain, Diogelu
- Lleihau gweithrediadau'n rhannol
- Cyfathrebu â rhieni



- Downgrading of duties national curriculum
- Learning from the opportunities to work differently
- Prioritising welfare and wellbeing
- Providing expert advice to schools on resilience, transition and bereavement
- Checking in with schools
- No surge of referrals from schools
- Focus on wellbeing of schools staff
- Examinations 2021

- Israddio dyletswyddau'r cwricwlwm cenedlaethol
- Dysgu o'r cyfleodd i weithio'n wahanol
- Blaenoriaethu lles a budd
- Rhoi cyngor arbenigol i ysgolion ar gadernid, trawsnewid a phrofedigaeth
- Cyfathrebu gydag ysgolion yn rheolaidd
- Dim cynnydd yn nifer yr atgyfeiriadau gan ysgolion
- Ffocws ar les staff mewn ysgolion
- Arholiadau 2021



Education 2020-2021

- Successful EOTAS provision and positive behaviour strategy
- Additional learning needs improvement
- Keeping learners safe
- Building digital capacity in education
- Implementation of new curriculum
- Professional learning offer

Addysg 2020-2021

- Darpariaeth addysg heblaw yn yr ysgol (EOTAS) lwyddiannus a strategaeth ymddygiad gadarnhaol
- Gwella'r ddarpariaeth anghenion dysgu ychwanegol
- Cadw dysgwyr yn ddiogel
- Datblygu gallu digidol mewn addysg
- Rhoi'r cwricwlwm newydd ar waith
- Y cynnig dysgu proffesiynol

Agenda Item 8



Report of the Convener of the Education Performance Panel 22 October 2020

Education Scrutiny Work Planning

Purpose: To develop a work programme moving forward that will provide

ongoing challenge to schools performance to ensure that: pupils in Swansea are receiving high quality education; and the authority is meeting its objectives in relation to improving

school standards and pupil attainment.

Content: Draft Work Programme

Councillors are Discuss and agree the work programme for the remainder of

being asked to: the council year 2020/2021

Lead Councillor Lyndon Jones, Education Scrutiny Performance

Councillor: Panel

Lead Officer & Michelle Roberts, Scrutiny Officer

Report Author: Tel: 01792 636356 E-mail: michelle.roberts@swansea.gov.uk

Context

The Panel in June each year agree their education scrutiny work programme for the coming council year. Due to the ongoing Covid-19 situation discussion of the work programme has been delayed. The work programme can now be discussed and agreed for the remainder of the 2020/2021 Council year.

Work Programme 2020/2021

The attached work programme is a combination of issues outstanding from earlier in the year (pre-covid), items the panel look at annually or have chosen to keep a watching brief upon, schools chosen for individual scrutiny and items highlighted to the Panel as key issues by Education Department/Cabinet Member.

Action Required

The Panel are asked to consider and discuss the draft Education Scrutiny Work Programme attached in **Appendix A**, to make any addition/amendments as required and then to agree its contents.

Education Scrutiny Performance Panel DRAFT Work Programme 2020/2021

All meetings will be held at 4.00pm and remotely using Teams

Date	Items to be discussed	Who
Meeting 1 22 Oct 2020	Update on implications and the recovery plan resulting from the impact of Covid-19 in Education and Schools (cont'd from meeting in July) Update on the key issues affecting Education more widely	Cllr J Raynor H Morgan Rees
	Planning the rest of the Council year in Education Scrutiny – Draft Work Programme (for discussion by Panel)	Panel
Meeting 2 19 Nov 2020	School 1 – Waunwen Primary School (part of panels watching brief on Wellbeing in Schools and was on work programme for March 2020) How the school meets the needs of their most vulnerable pupils, the challenges they face and what	Headteacher Ms C Nicklin
	they do to meet/mitigate those challenges including through the Covid-19 crisis.	Confirmed
Meeting 3 17 Dec 2020	Swansea Skills Partnership Annual Audit of Schools (for information item)	Cllr J Raynor H Morgan Rees Members of Partnership
Meeting 4 21 Jan 2021	 Analysis of pupil and school performance (Annual item) Behaviour Strategy and how associated delegated spend to schools has been used (Panel identified this item for scrutiny pre March) PDG summary of spend to support vulnerable pupils (Annual item) 	Cllr J Raynor H Morgan Rees
Meeting 5 Date TBC	Annual Budget as it relates to Educations matters (Annual item)	Cllr J Raynor H Morgan Rees
Meeting 6 25 Feb 2021	School 2 - Penyrheol Comprehensive School – Discuss school performance	Headteacher, Chair of Governors and Challenge Adviser
Meeting 7 18 Mar 2021	 Additional Learning Needs Reform and implementation (watching brief item) New Curriculum update including progress with implementation (watching brief item) The New Estyn Regime and summary of outcomes of thematic reviews 	Cllr J Raynor H Morgan Rees
Meeting 8 22 Apr 2021	School 3 – Morriston Secondary School – Discuss school improvement following Estyn Monitoring	Headteacher, Chair of Governors and Challenge Adviser

Items to be added following the scrutiny work planning conference on the 13 Oct 2020:

- 1. Children being taken out of school and educated at home (concern that this has increased over recent months, how we are keeping track of this and ensuring children are safeguarded?) date TBA
- 2. Education Other Than At Schools Update (EOTAS), including progress with new provision (meeting to be added for May 2021).

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