



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: Monday, 14 February 2022
Time: 3.00 pm
Convenor: Councillor Lyndon Jones MBE

Membership:

Councillors: C Anderson, A M Day, S J Gallagher, D W Helliwell, B Hopkins, L James, S M Jones, M A Langstone, R V Smith and L J Tyler-Lloyd

Co-opted Members: D Anderson-Thomas and A Roberts

Agenda		Page No.
1	Apologies for Absence.	
2	Disclosure of Personal and Prejudicial Interests. www.swansea.gov.uk/disclosuresofinterests	
3	Prohibition of Whipped Votes and Declaration of Party Whips	
4	Letters and Minutes	1 - 6
5	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.	
6	Annual Budget Proposals - as they relate to Education matters Invited to attend are Cllr Robert Smith (Cabinet Member for Education Improvement, Learning and Skills) and Education Officers Also follow link to the 17 February Budget Cabinet Papers (papers will be available online from 10 Feb 2022)	7 - 13
7	Work Programme 2021/2022	14

Next Meeting: Tuesday, 15 March 2022 at 2.00 pm

Huw Evans

Huw Evans
Head of Democratic Services
Monday, 7 February 2022

Contact: Michelle Roberts, Scrutiny Officer

Agenda Item 4



To:
Councillor Robert Smith
Cabinet Member for Education
Improvement, Learning and Skills

BY EMAIL

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Date To be added
Dyddiad:

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 20 January 2022 looking at Penyrheol Comprehensive School.

Dear Cllr Smith,

Education Scrutiny Performance Panel – 20 January 2022

We would like to thank you, the Officers, Damian Benney the Acting Headteacher and Jeff Bowen the Chair of Governors at Penyrheol Comprehensive School, for attending our meeting. We are writing to you to reflect on what we learnt from the discussion and to share the views of the Panel.

Schools Scrutiny Sessions – Penyrheol Comprehensive School

We thanked the Acting Headteacher for his detailed overview and for the answers to our set of questions that were sent to the school in advance of the meeting.

We welcome the overall progress that has been made at the school since the Estyn Inspection. We were particularly keen to hear about the progress being made in relation to some of the Estyn recommendations contained in that report. Especially the progress that has been made in the areas of literacy and numeracy and planning to address teaching and assessment.

We were also particularly pleased to hear about:

- The clear emphasis on improving teaching and learning right across the curriculum
- Getting pupils to think more deeply about the subject content as part of their writing by directly aligning the teaching of writing and the development of writing across the curriculum

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU

SWANSEA COUNCIL / CYNGOR ABERTAWE

GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAWE, SA1 4PE

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- The use of positive strategies to improve pupil behaviour and attitudes to learning
- The Interim School Improvement Plan clearly focusing on pupil wellbeing and behaviour
- The recognition of the importance of ongoing professional learning and development for all teaching staff
- Willingness to work with, as well as share knowledge, learning and experience with other schools
- The use of researched and evidence-based initiatives and interventions
- A positive and enthusiastic Acting Headteacher who is clearly happy to work with other schools and the local authority in order to improve outcomes for pupils
- A strong supportive governing body who are clearly aware of their role to challenge but also support the school.

We heard that many of the senior management positions at the school are currently temporary or in an acting capacity. We would encourage the Governing Body to make permanent appointments to those positions that require it, as soon as possible, in order to ensure stability and continuity of improvement moving forward.

We were concerned to hear about the increase in behaviour related issues since the start of the pandemic but were encouraged to hear that the school has been using a number of different strategies to address this and we thanked the Acting Headteacher for his honest assessment of the situation. We heard that the School Improvement Plan is currently an interim one, with the purpose of working through the pandemic with a clear focus on wellbeing and behaviour. We heard from the Director that we also have a positive behaviour strategy in Swansea and the success of this depends very much on how this works in practice and that ongoing input to improve this through experience learned is very welcome.

We were encouraged to hear from the Acting Headteacher, that the support received from the local authority, has been excellent including from Human Resources, Payroll and Finance. He also said that the allocated School Improvement Adviser has been excellent in supporting him, the school and in providing positive challenge. He also felt the support from other Headteachers in Swansea and the development opportunities offered to him, as a new headteacher, have been superb in helping him to develop in his new role. The Chair of Governors said that the collaboration between schools in Swansea was impressive. We were pleased to hear that the school is sharing and using best practice through the use of the many networks and support open to them.

We would like to congratulate the Acting Headteacher, the Governing Body and staff at the school for their continued hard work in moving the school forward, especially given the difficulties and challenges caused by the pandemic. From our discussions with the Acting Headteacher, Chair of Governors, the School Improvement Adviser, the Director and the Cabinet Member, we are reassured that good provision is in place to provide continued ongoing improvement.

Your Response

We would welcome your comments on any of the issues raised in this letter but can on this occasion do not require a formal written response.

Yours sincerely

COUNCILLOR LYNDON JONES

Convener, Education Scrutiny Performance Panel

Cllr.lyndon.jones@swansea.gov.uk



City and County of Swansea

Minutes of the **Scrutiny Performance Panel – Education**

Remotely via Teams

Thursday, 20 January 2022 at 4.00 pm

Present: Councillor L R Jones (Chair) Presided

Councillor(s)

C Anderson
D W Helliwell
S M Jones

Councillor(s)

A M Day
B Hopkins

Councillor(s)

S J Gallagher
L James
L J Tyler-Lloyd

Co-opted Member(s)

D Anderson-Thomas

Co-opted Member(s)

A Roberts

Co-opted Member(s)

Other Attendees

R V Smith
Damian Benney
Jeff Bowen

Cabinet Member Education Improvement, Learning & Skills
Acting Headteacher Penyrheol Comprehensive School
Chair of Governors Penyrheol Comprehensive School

Officer(s)

Nigel Jones
Damian Beech
Helen Morgan Rees
Michelle Roberts

Schools Improvement Adviser
Head of School Improvement Service
Director of Education
Scrutiny Officer

Apologies for Absence

Councillor(s): M A Langstone

1 Disclosure of Personal and Prejudicial Interests.

None

2 Prohibition of Whipped Votes and Declaration of Party Whips

None

3 Minutes and Letters

The minutes were approved and the letter accepted for the 9 December 2021.

4 Public Questions

No public questions were received.

5 School Scrutiny Session 2 - Penyrheol Comprehensive School

The Panel met with the Headteacher Damian Benney and the Chair of Governors Jeff Bowen from Penyrheol Comprehensive School to discuss the school's performance and improvement journey. The following was noted:

- The Panel thanked the Headteacher for his detailed overview and for his answers to our set of questions that were sent to the school in advance of the meeting.
- The Panel welcomed the overall progress that has been made at the school since the Estyn Inspection. They were particularly keen to hear about the progress being made in relation some of the Estyn recommendations contained in that report. Especially the progress that has been made in the areas of literacy and numeracy and planning to address teaching and assessment.
- The Panel were pleased to hear about:
 - The clear emphasis on improving teaching and learning right across the curriculum
 - Getting pupils to think more deeply about the subject content as part of their writing by directly aligning the teaching of writing and the development of writing across the curriculum
 - The use of positive strategies to improve pupil behaviour and attitudes to learning
 - The Interim School Improvement Plan clearly focusing on pupil wellbeing and behaviour
 - The recognition of the importance of ongoing professional learning and development for all teaching staff
 - Willingness to work with, as well as share knowledge, learning and experience with other schools
 - The use of researched and evidence-based initiatives and interventions
 - A positive and enthusiastic acting Headteacher who is showed he is happy to work with other schools and the local authority in order to improve outcomes for pupils
 - A strong supportive governing body who are clearly aware of their role to challenge but also support the school.
- The Panel heard that many of the senior management positions at the school are currently temporary or in an acting capacity.
- The Panel were concerned to hear about the increase in behaviour related issues since the start of the pandemic but were encouraged to hear that the school has been using a number of different strategies to address this and they thanked the Headteacher for his honest assessment of the situation.
- The Panel Heard that the School Improvement Plan is currently an interim one, with the purpose of working through the pandemic with a clear focus on wellbeing and behaviour. They also heard from the Director that there is also a positive behaviour strategy in Swansea and the success of this depends very much on how this works in practice and that ongoing input to improve this through experience learned is very welcome.
- The Panel were encouraged to hear from the Headteacher, that the support received from the from the local authority, has been excellent including from Human Resources, Payroll and Finance. He also said that the allocated School Improvement Adviser has been excellent in supporting him, the school and in

providing positive challenge. He also felt the support from other Headteachers in Swansea and the development opportunities offered to him, as a new headteacher, have been superb in helping him to develop in his new role.

- The Chair of Governors said that the collaboration between schools in Swansea was impressive.
- The Panel were pleased to hear that the school is sharing and using best practice through the use of the many networks and support open to them.
- The Panel congratulated the Headteacher, the Governing Body and staff at the school for their continued hard work in moving the school forward, especially given the difficulties and challenges caused by the pandemic.

6 Work Programme 2021/2022

The Panel meeting on the 24 March at 4pm has been brought forward and will now take place on Tues 15 March at 2pm.

The meeting ended at 5.40 pm

Chair

Cyllideb Addysg

Cynigion ar gyfer blwyddyn
ariannol 2022-2023

Education Budget

Proposals for FY 2022-2023



Strategaeth Cyllideb Tymor Canolig Gydlynol

Mae gan y cyngor Strategaeth Cyllideb Tymor Canolig gyson a'i nod yw:

- Dirprwyo cymaint o arian â phosib i ysgolion yn uniongyrchol i ganiatáu'r un faint o hyblygrwydd wrth ei ddefnyddio;
- Blaenoriaethu meysydd darpariaeth statudol penodol i ddisgyblion o fewn y gyllideb heb ei ddirprwyo; a
- Chynnal yr isafswm lefel craidd ar gyfer dyletswyddau statudol/rheoleiddiol, ac adennill costau llawn unrhyw wasanaethau y tu hwnt i hyn.
- **+£11.7m** neu **7.0%** yn ychwanegol i gyllideb ddirprwyedig ysgolion ar gyfer blwyddyn ariannol 2022-2023
- Buddsoddiad treigl o hyd at **£7m** dros 10 mlynedd ar gyfer isadeiledd a dyfeisiau TG ysgolion - heb unrhyw gost i ysgolion, fel y cynigiwyd yn wreiddiol
- Parhau i fuddsoddi **£150m** yn rhaglen gyfalaf Band B ysgolion - heb unrhyw gost i ysgolion
- Buddsoddiad cynnal a chadw cyfalaf parhaus o £3m ar gyfer blwyddyn ariannol 2022-2023
- Mynediad yn ystod y flwyddyn i ddarpariaeth cyllideb chwyddiant canolog i gydnabod natur ansicr ac eithafol rhai meysydd yn y flwyddyn i ddod
- £1m yn ychwanegol yn 23-24 - Rhagymrwymiad i ysgolion ar gyfer biliau ynni a ragwelir ar ôl i fudd prynu ymlaen llaw costau ynni sefydlog ddod i ben
- Cyllid ychwanegol wedi'i dargedu mewn cyllidebau heb eu dirprwyo i adlewyrchu pwysau costau a galw a ysgogir yn allanol ac wedi'i adlewyrchu mewn cynnydd ariannol gwerth +£13.6m neu tua 7.2% yng nghyfanswm cyllideb y Portffolio Addysg
- Targedau arbedion heriol yn parhau o fewn y Cynllun Ariannol Tymor Canolig

A Coherent Medium Term Budget Strategy

The Council has a consistent medium term education budget strategy to:

- Delegate as much funding as possible to schools directly to allow as much flexibility in its use;
- Prioritise pupil specific areas of statutory provision within the non-delegated budget; and
- Maintain absolute core minimum level for statutory / regulatory duties, with full cost recovery of any services beyond this.
- Cash uplift of **+£11.7m** or **7.0%** in gross delegated schools budget for FY 2022-2023
- Rolling investment of up to **£7m** over 10 years for schools IT infrastructure and devices - with no cost to schools, as originally proposed
- Continued investment of **£150m** schools Band B capital programme - with no cost to schools
- Continued capital maintenance investment of **£3m** for FY 2022-2023
- Access in year to central inflation budget provision to recognise the uncertain and extreme nature of some areas in the coming year
- **£1m** extra in 23-24 Pre-commitment for schools for anticipated energy bills after benefit of fixed energy cost advance purchase comes to an end
- Additional targeted funding in non-delegated budgets to reflect externally driven cost and demand pressures and reflected in **+£13.6m** cash uplift or around **7.2%** in total Education Portfolio budget
- Challenging savings targets remain within approved Medium Term Financial Plan

Rhagor o negeseuon allweddol ar gyfer Ymgynghoriad 2022-23

- Mae cynigion cyllidebol yn parhau i gyflawni'r Strategaeth Cyllideb Tymor Canolig gydag arian ychwanegol
 - ❖ Digon o gyllid i dalu am y codiadau cyflog a ragwelir, effaith lawn yr ardoll gofal cymdeithasol, chwyddiant ehangach a phwysau costau eraill, gan gynnwys Anghenion Dysgu Ychwanegol, hawl i brydau ysgol am ddim a Chytundebau Lefel Gwasanaeth
- Bydd costau ychwanegol mewn perthynas â rhai Cytundebau Lefel Gwasanaeth (arlwyo, TGCh a cherdd)
 - ❖ Canlyniad ffactorau allanol fel natur penodol codiadau cyflog yn y dyfodol, lefelau cynyddol hawl i brydau ysgol am ddim a ddiogelir dros dro, anghenion systemau rheoli data newidiol mewn ysgolion a cholli grant LIC (megis mewn perthynas â'r Gwasanaeth Cerdd), fodd bynnag:
 - ❖ bydd ysgolion wedi derbyn mwy na digon o gyllid ychwanegol i dalu am y fath gynnydd.
- Mae cynigion cyllidebol hefyd yn targedu cyllid ychwanegol o fewn y fformwlâu cyllido i gefnogi adolygiadau ehangach
 - ❖ ADY a Chyfleusterau Dysgu Arbenigol a newidiadau i fformiwlâu a materion eraill sy'n ymwneud â'r Ddeddf ADY,
 - ❖ Cynyddu nifer y lleoedd mewn ysgolion prif ffrwd ymhellach, gan ganiatáu mwy o hyblygrwydd i ddiwallu holl anghenion disgyblion
 - ❖ Dyletswyddau cynnal a chadw ysgolion o ddydd i ddydd.
- Parhau i roi rhyddid a hyblygrwydd i ysgolion bennu eu blaenoriaethau eu hunain o ran gwariant
- Disgwylir i ysgolion barhau i gefnogi gwasanaethau'r awdurdod lleol drwy Gytundebau Lefel Gwasanaeth yn ogystal â gwaith cynnal a chadw dyddiol yr ysgol a chyfrifoldebau eraill yr ysgol gyda'r arian ychwanegol a gynigwyd
- Proffil ariannu 3 blynedd ar gyfer llywodraeth leol – mae'n debygol y neilltuir y rhan fwyaf o'r cyllid ar ddechrau'r cyfnod hwn (22/23) - gyda llai o eglurder i'w ddisgwyl ynghylch blynyddoedd 2 a 3 (23/24 a 24/25)
- Mae cronfeydd wrth gefn ysgolion yn adlewyrchu dyraniadau grant hwyr yn 21-22 - rhaid i bob ysgol gael cynlluniau gwariant tymor canolig clir ar gyfer y dyfodol gan gynnwys cadw a defnyddio'r cronfeydd wrth gefn hynny'n ddoeth

Further Key Messages for 2022-23 Consultation

- Budget proposals continue to deliver on medium term budget strategy with additional funding
 - ❖ To more than meet anticipated pay awards, full impact of social care levy, wider inflationary and other cost pressures, including Additional Learning Needs, free school meal entitlements and Service Level Agreements
- There will be additional costs in respect of some specific SLAs (catering, ICT Technical and Music)
 - ❖ Result of external factors such as targeted nature of future pay awards, increasing and transitionally protected levels of free school meal entitlement, changing data management system needs in schools and loss of WG grant (such as in respect of the Music Service), *however*:
 - ❖ Schools will have received more than sufficient additional funding to meet such increases
- Budget proposals also target additional funding within the funding formulae to support wider reviews
 - ❖ ALN and Specialist Teaching Facilities and formula changes and other matters relating to the ALN Act,
 - ❖ Further enhancement of mainstream capacity within schools, allowing greater flexibility to meet all pupil needs
 - ❖ Day to day premises maintenance responsibilities of schools.
- Continuing to give schools ownership and flexibility to determine their own spending priorities
- Schools expected to continue to support local authority services through SLAs, as well as meeting day to day premises maintenance and other school responsibilities with the additional funding proposed
- 3 year funding profile for LG - likely to be heavily front loaded in the coming year (22/23) - with less clarity expected about years 2 and 3 (23/24 & 24/25)
- School reserves reflect late grant allocations in 21-22 - all schools must have clear future medium term spending plans including judicious conservation and then use of those reserves



Addysg - Cynigion heb eu dirprwyo

- I raddau helaeth yn adlewyrchu targedau cynllun ariannol tymor canolig y cytunwyd arnynt yn flaenorol 2022-2023
 - ❖ Partneriaeth gwella rhanbarthol – adolygiad yn parhau a model darparu newydd (£10,000)
 - ❖ Cludiant o'r cartref i'r ysgol - parhau i adolygu natur ac ehangder y ddarpariaeth i liniaru pwysau angen a chost ymhellach, yn enwedig o ran ADY (£200k)
 - ❖ Lleoliadau y tu allan i'r sir - lliniaru pwysau galw a chostau ymhellach drwy wella'r ddarpariaeth arbenigol yn Abertawe (£174k)
 - ❖ Gwasanaethau Arlwy a Glanhau - gwaith yn parhau tuag at adennill costau llawn trwy Gytundebau Lefel Gwasanaeth lle mae ysgolion yn derbyn cyllid ychwanegol i adlewyrchu pwysau cost o'r fath (£100,000)
- Targedau heriol pellach i adlewyrchu ffactorau eraill
 - ❖ Adolygu gwariant EOTAS i dargedu adnoddau'n well yn dilyn rhoi'r model darparu newydd ar waith yn llawn (£180,000)
 - ❖ Adolygu strwythur arweinyddiaeth a rheolaeth y Gyfarwyddiaeth a staffio er mwyn canolbwyntio adnoddau'n well ac adennill costau ymhellach o ffrydiau ariannu eraill (£377,000)
 - ❖ Adolygu'r pwysau o ran galw a chostau, sy'n gofyn am gamau lliniaru tynnach fyth (£143,000)
- Mae'r ansicrwydd mwyaf yn ymwneud â digonolrwydd cyllid Llywodraeth Cymru i dalu costau ychwanegol llawn:
 - ❖ Cyflwyno'r ddarpariaeth prydau ysgol am ddim yn raddol i ddisgyblion cynradd
 - ❖ Goblygiadau llawn sy'n dod i'r amlwg o roi'r Ddeddf ADY ar waith

Education – Non-Delegated Proposals

- Largely reflect previously agreed medium term financial plan savings targets for 2022-23
 - ❖ Regional improvement partnership – continuing review and new model of delivery (£10k)
 - ❖ Home to School Transport – continuing review of nature and spread of provision to further mitigate demand and cost pressures, particularly ALN (£200k)
 - ❖ Out of County placements – further mitigation of demand and cost pressures through enhanced specialist provision within Swansea (£174k)
 - ❖ Catering and Cleaning services - continuing work towards full cost recovery through SLAs where schools are receiving additional funding to reflect such cost pressures (£100k)
- Further challenging targets to reflect other factors
 - ❖ Review of EOTAS spending to better target resources following full implementation of new model of provision (£180k)
 - ❖ Review of Directorate leadership and management structure and staffing to better focus resources and further recovery of costs from other funding streams (£377k)
 - ❖ Review of demand and cost pressures, requiring still tighter mitigation actions (143k)
- Greatest uncertainty relates to the adequacy of WG funding to meet full additional costs of:
 - ❖ Phased roll out of universal free school meal provision for primary pupils
 - ❖ Full emerging implications of ALN Act implementation

Agenda Item 7

Education Scrutiny Performance Panel Work Programme 2021/2022

All meetings will be held remotely for foreseeable future

Date	Items to be discussed	Who
Meeting 1 24 Jun 21	<ol style="list-style-type: none"> 1. Harassment in School - deferred 2. Covid Recovery and key issues affecting Education moving forward 3. Planning 2021/2022 Council year in Education Scrutiny – Draft Work Programme (for discussion by Panel) 	Cllr R Smith H Morgan Rees Panel
Meeting 2 15 Jul 21	<ol style="list-style-type: none"> 1. Behaviour Strategy, how associated delegated spend to schools is being used – speak to two secondary schools (<i>Panel identified this item for scrutiny pre Covid</i>) 2. Feedback from ERW Scrutiny Councillor Group 28 Jun21 	Pontarddulais, Bishop Gore Cllr L Jones
Meeting 3 1 Sep 21	<ol style="list-style-type: none"> 1. The New Estyn Regime and thematic reviews 2. Update – Education Covid Recovery moving into new school year 3. Update – Regional Scrutiny moving forward 	Estyn - confirmed Cllr R Smith H Morgan Rees
Meeting 4 30 Sep 21	How are we improving schools in Swansea? (How are School Improvement Advisers supporting, evaluating and monitoring schools in Swansea). To also include: Sharing good practice, supporting eFSM pupils and readiness for the City Deal.	Cllr R Smith, Lead School Improvement Advisers
Meeting 5 21 Oct 21	<ol style="list-style-type: none"> 1. Harassment in Schools Update 2. Welsh in Education Strategic Plan (A new 10 year plan is being developed, an overview of requirements and the progress made so far) 3. New Curriculum progress update 	Cllr R Smith H Morgan Rees
Meeting 6 18 Nov 21	School Scrutiny Session 1 – Morriston Comprehensive School - Confirmed	Headteacher and Chair of Governors
Meeting 7 9 Dec 21	<ol style="list-style-type: none"> 1. Performance against identified education priorities (RAG) (Overview and then Cabinet Member Q&A) 2. Swansea Skills Partnership update 3. Update on progress – Regional Education Partnership 	Cllr R Smith H Morgan Rees
Meeting 8 20 Jan 22	School Scrutiny Session 2 – Penyrheol Comprehensive School - Confirmed	Headteacher and Chair of Governors
Meeting 9 14 Feb 22 (3.00pm)	1. Annual Budget as it relates to Educations matters (<i>Annual item</i>). To include how education has been affected by energy price rises.	Cllr R Smith H Morgan Rees
Meeting 10 15 Mar 22 (2.00pm)	<i>Updates on watching brief items:</i> <ol style="list-style-type: none"> 1. Briefing, Asylum Seeker and Refugee Pupils 2. Additional Learning Needs Reform 3. New Curriculum 4. Education Other Than At School (EOTAS) 5. End of year report - Education Scrutiny 	Cllr R Smith H Morgan Rees Cllr L Jones

1. To schedule in: a visit to new pupil referral unit Maes Derw (when possible)