

Report of the Cabinet Member for Education

Cabinet – 21 January 2016

RESPONSE TO THE REPORT OF THE EDUCATION INCLUSION SCRUTINY INQUIRY PANEL

Purpose:	To outline a response to the scrutiny recommendations and to present an action plan for agreement.
Policy Framework:	None.
Reason for Decision:	To comply with the requirements of the Council Constitution.
Consultation:	Legal Services, Financial Services.
Recommendation(s):	It is recommended that the response as outlined in the report and related action plan be agreed.
Report Authors:	Lindsay Harvey
Finance Officer:	Stephanie Williams
Legal Officer:	Sue Rees
Access to Services Officer:	Sherill Hopkins

1. Introduction

- 1.1 The Education Inclusion Scrutiny Inquiry report was submitted to Cabinet on the 19 November 2015 after the Education Inclusion Scrutiny Inquiry Panel completed a detailed inquiry into Education Inclusion. The scrutiny report is attached as Appendix A.
- 1.2 Having considered the contents of the scrutiny report, and specific recommendations made, advice to Cabinet on whether it should agree, or not agree, with each recommendation is detailed in this report.
- 1.3 Cabinet is also asked to consider, for each of the responses, any relevant policy commitments and any other relevant activity.

2. Response to Scrutiny Panel recommendations

Recommendation 1

A specific part of the education strategy is developed that will provide a steer for the local authority, schools and EOTAS on how it will deal with behaviour matters into the future. This strategy should:

- a) form part of the overall education strategy and provide a clear way

- forward for the whole education service
- b) detail how schools will be supported to develop their nurture provision or similar in order to support challenging pupils
 - c) ensure school staff are upskilled to be better able and prepared for working with difficult and challenging young people
 - d) have clear aims and targets for reducing the number of children and young people using EOTAS provision
 - e) be developed in partnership with schools and other stakeholders including children and young people
 - f) ensure School Governing bodies are kept in the loop and understand the issues around behaviour
 - g) ensure that schools allocate a staff member who can be a behaviour champion within their school settings.

Relevant Policy Commitments: (list briefly)

- 14. Raise educational standards and the performance of all schools and pupils in Swansea
- 15. Implement a programme of sharing best practice between teachers and schools
- 16. Explore ways of improving pupil engagement and attendance

Action already being undertaken: (Briefly list relevant action taking place NOT as a consequence of the recommendation)

- Options for the delegation of funds back to mainstream secondary schools to enable them to reduce referrals to EOTAS are being explored
- Working party to plan the EOTAS restructure being set up, to include a range of stakeholders including primary and secondary heads and representatives of services for children and young people (CYP)

New actions following from the recommendation:

- A Behaviour Plan and Strategy is to be developed for the local authority
- EOTAS action plan after the Estyn monitoring visit in Spring Term 2016 will be developed to build on the progress made by the Accelerated Implementation Plan (AIP) and the recommendations from the Scrutiny Inquiry Panel report

Cabinet Member Comments: Any issues not covered above

Recommendation is **AGREED**

Recommendation 2

The Education Other Than At School action plan should be similar to a School Improvement Plan and it must:

- a) stipulate clear lines of responsibility and detail desired outcomes
- b) be challenged and driven forward by the PRU Management Committee
- c) that pupil voices are heard in the development of this way forward

endeavouring to produce a vision of something better from the perspective of children and young people
d) clearly focus on improving pupil outcomes (this should include numeracy and literacy across whatever part of the service the child attends)
e) ensure that it has a whole system approach to children and young people with social and emotional difficulties
f) be clear about the role it has in supporting schools in the drive to reduce the demand on EOTAS services

Relevant Policy Commitments:

14. Raise educational standards and the performance of all schools and pupils in Swansea
15. Implement a programme of sharing best practice between teachers and schools
16. Explore ways of improving pupil engagement and attendance

Action already being undertaken:

- Post Inspection Action Plan (PIAP) and AIP are driving improvements in the PRU
- The new Management Committee has established subgroups and provides increased levels of support and challenge to PRU leadership with a focus on outcomes
- Mainstream colleagues have been supporting PRU staff with the PRU curriculum and assessment regime

New actions following from the recommendation:

- An EOTAS action plan after the Estyn monitoring visit in Spring Term 2016 will be developed to build on the progress made by the AIP and the recommendations from the Scrutiny Inquiry Panel report

Cabinet Member Comments: Any issues not covered above

Recommendation is **AGREED**

Recommendation 3

The possibility of secondment of (or sharing of) teaching staff between schools and PRUs be investigated.

Relevant Policy Commitments:

14. Raise educational standards and the performance of all schools and pupils in Swansea
15. Implement a programme of sharing best practice between teachers and schools

Action already being undertaken:

- Feasibility of secondments has been explored with Challenge Advisers and mainstream schools and is an option after the Estyn monitoring visit in Spring Term 2016

<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> • An EOTAS action plan after the Estyn monitoring visit in Spring Term 2016 will be developed to build on the progress made by the AIP and the recommendations from the Scrutiny Inquiry Panel report • This plan could include secondments from primary and secondary schools
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 4</p>
<p>It encourages joint working between/across schools when looking for solutions which potentially could result in economies of scales (including for example developing and sharing specific skills sets and expertise).</p>
<p>Relevant Policy Commitments: (list briefly)</p> <ul style="list-style-type: none"> 14. Raise educational standards and the performance of all schools and pupils in Swansea 15. Implement a programme of sharing best practice between teachers and schools 16. Explore ways of improving pupil engagement and attendance
<p>• Action already being undertaken:</p> <ul style="list-style-type: none"> • Head of PRU has presented to Cross-Phase Headteachers' meeting regarding the role and purpose of EOTAS • Head of PRU now attends Swansea City and County Association of Secondary Heads (SCCASH) meetings
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> • Primary and secondary school headteachers to be encouraged to explore ways in which joint working could take place as part of a local authority Behaviour Plan and Strategy, as well as part of the development of school to school support
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 5</p>
<p>It provides support for and commitment to reintegrating young people back into school from EOTAS, particularly up to KS3, this should include:</p> <ul style="list-style-type: none"> • a commitment is made at the outset between the school, EOTAS and the child/parents to the child returning to school. This should include a shared target for this to happen when the child enters EOTAS service. • schools keeps in regular communication with the child through for example

<p>a weekly update discussion a process be developed that will bring all those people who can help with</p> <ul style="list-style-type: none"> the reintegration of the child together providing an holistic approach to reintegration around the child who can help in the reintegration of a young person back to school be brought together to support that. Allocation of a lead worker to co-ordinate this process would be beneficial.
<p>Relevant Policy Commitments:</p> <p>14. Raise educational standards and the performance of all schools and pupils in Swansea</p> <p>15. Implement a programme of sharing best practice between teachers and schools</p> <p>16. Explore ways of improving pupil engagement and attendance</p>
<p>Action already being undertaken:</p> <ul style="list-style-type: none"> The majority of Foundation Phase, Key Stage 2 and Key Stage 3 pupils have planned, regular reintegration to their mainstream schools There is good communication between mainstream schools and PRU staff in the majority of cases
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> Clearly defined entry and exit plans need to be developed A Behaviour Plan and Strategy is to be developed
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 6</p>
<p>It investigate the possibility of a more formulised holistic Team Around the Family type approach for all children and young people using EOTAS services.</p>
<p>Relevant Policy Commitments:</p> <p>16. Explore ways of improving pupil engagement and attendance</p>
<p>Action already being undertaken:</p> <ul style="list-style-type: none"> Initial discussions with CYP Services Manager to establish feasibility of such an approach being undertaken Person Centred Planning is being introduced across the PRU
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> A Behaviour Plan and Strategy is to be developed

Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

Recommendation 7
Gower College is encouraged to develop a mechanism to support those learners who require more support which should include a support worker link and the upskilling of tutors in different aspects of working with this group of learners. A target to reduce drop-out rates should be introduced.
Relevant Policy Commitments:
12. Adopt a new dynamic relationship with the schools, further education colleges, Swansea's two universities and employers.
16. Explore ways of improving pupil engagement and attendance.
Action already being undertaken:
<ul style="list-style-type: none"> • PRU support staff attend meetings of the Gower College (GCS) Autistic Spectrum Disorder (ASD) steering group • Planning meetings to discuss the NEET agenda, involving senior staff at GCS and the PRU planned in Spring Term 2016 • EOTAS staff have established good working relationships with GCS staff and support learners for the first term in FE
New actions following from the recommendation:
<ul style="list-style-type: none"> • Explore using EOTAS staff to support GCS tutors and learners for longer periods and for more work around wellbeing • Set target to reduce drop-out rates to help reduce NEETs
Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

Recommendation 8
The use of restorative practice should be encouraged and used where possible in EOTAS provisions.
Relevant Policy Commitments:
16. Explore ways of improving pupil engagement and attendance
Action already being undertaken:
<ul style="list-style-type: none"> • All PRU staff have been trained in Restorative Practice (RP) • RP used routinely across the PRU to promote positive relationships
New actions following from the recommendation:

Actions already in place as above
Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

Recommendation 9
The United Nations Rights of the Child should be embedded in practice within these provisions. This will include training and support for all EOTAS staff and external providers on these aspects.
Relevant Policy Commitments: (list briefly) 16. Explore ways of improving pupil engagement and attendance
Action already being undertaken: No current activities)
New actions following from the recommendation: <ul style="list-style-type: none"> • Train all EOTAS staff and external providers in UNCRC principles
Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

Recommendation 10
Carry out an awareness raising exercise to ensure that all stakeholders have a clear understanding of the role of EOTAS services within the continuum of provision.
Relevant Policy Commitments: 15. Implement a programme of sharing best practice between teachers and schools
Action already being undertaken: (Briefly list relevant action taking place NOT as a consequence of the recommendation) <ul style="list-style-type: none"> • Head of PRU has presented to Cross-Phase Headteachers' meeting regarding the role and purpose of EOTAS • Head of PRU now attends SCCASH meetings
New actions following from the recommendation: <ul style="list-style-type: none"> • A Behaviour Plan and Strategy is to be developed
Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

Recommendation 11
An analysis of training needs for staff across schools in Swansea be

completed. This should be used as the basis for developing a training programme on behaviour for upskilling teachers and other stakeholders.

Relevant Policy Commitments:

15. Implement a programme of sharing best practice between teachers and schools
16. Explore ways of improving pupil engagement and attendance

Action already being undertaken:

- The School Improvement Team already monitors training needs through its visits to schools

New actions following from the recommendation:

- A Behaviour Plan and Strategy is to be developed
- Training plan to be developed on the basis of collated information from the School Improvement Team in line with the Strategy

Cabinet Member Comments: Any issues not covered above

Recommendation is **AGREED**

Recommendation 12

PRU staff have access to and are encouraged to use the same training and development opportunities as their colleagues in mainstream schools.

Relevant Policy Commitments:

15. Implement a programme of sharing best practice between teachers and schools

Action already being undertaken:

- PRU core subject leaders attend Head of Department meetings
- PRU leads are also made aware of training offered to schools by the local authority

New actions following from the recommendation:

- Extend to involve a wider range of PRU staff in local authority training.

Cabinet Member Comments: Any issues not covered above

Recommendation is **AGREED**

Recommendation 13

A mechanism for developing links between mainstream schools and EOTAS staff is developed in order to improve communication and share training opportunities, experience and good practice.

<p>Relevant Policy Commitments: (list briefly)</p> <p>15. Implement a programme of sharing best practice between teachers and schools</p>
<p>Action already being undertaken:</p> <ul style="list-style-type: none"> • Some PRU staff have mainstream school ‘buddies’ to help them keep up to date with developments • Key mainstream staff have provided support for the key stage 3, key stage 4 PRU curriculum and assessment strategies
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> • Extend the buddy system to involve a wider range of staff
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 14</p>
<p>It ensures all Primary Schools use the Vulnerability Assessment Profile consistently in order to identify and to target interventions early.</p>
<p>Relevant Policy Commitments:</p> <p>14. Raise educational standards and the performance of all schools and pupils in Swansea</p> <p>16. Explore ways of improving pupil engagement and attendance</p>
<p>Action already being undertaken:</p> <ul style="list-style-type: none"> • All primary schools have access to Vulnerability Assessment Profile (VAP) data for their schools
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> • Primary headteachers to work closely with the City and County of Swansea School Information Team in use of VAP+ and ‘My Learners’
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 15</p>
<p>An assessment of Special Teaching Facility places is carried out in conjunction with the relevant Health colleagues as a matter of urgency.</p>
<p>Relevant Policy Commitments:</p> <p>14. Raise educational standards and the performance of all schools and</p>

pupils in Swansea

16. Explore ways of improving pupil engagement and attendance

Action already being undertaken:

- The LA maintains an SEN/ALN Development Plan which is kept under six monthly review to confirm updates/changes to planned places in specialist provision. This plan will be reviewed in conjunction with the new Head of Service, Nick Williams, when he is in place in February 2016, as an action independent of the EOTAS restructure.

New actions following from the recommendation:

The recommendation as it stands seems out of context and does not relate directly to EOTAS issues.

It is not clear from any of the evidence or matters cited in the report why this is a recommendation, unlike the other recommendations in the report which have a clear linkage to investigations, evidence and findings.

Cabinet Member Comments: Any issues not covered above

Recommendation is **NOT AGREED**

Recommendation 16

The EOTAS Pathways Service:

- a) is advised and challenged by the school improvement service particularly around improving outcomes in literacy and numeracy
- b) improve consistency, quality assure and develop the sustainability of external providers
- c) have regular teaching observation and assessment by qualified staff similar to that which takes place within mainstream school settings
- d) ensures robust quality assurance of Pathway providers in particular in identifying their training and development needs to upskilling in key aspects, including for example safeguarding and developing young people's literacy and numeracy which should be built into all activities they partake in.
- e) Review any Pathways provider service level agreements and tendering documentation in order to reflect these changes.

Relevant Policy Commitments:

14. Raise educational standards and the performance of all schools and pupils in Swansea

16. Explore ways of improving pupil engagement and attendance

Action already being undertaken:

- Challenge Adviser has provided extended support to improve outcomes
- External providers are monitored by Agored Cymru and Pathways Manager
- External provider monitored by Estyn with successful outcome

<ul style="list-style-type: none"> • Programme of lesson observation by Head of PRU and Challenge Adviser is in place using ERW framework • Safeguarding audit undertaken with no issues • Service level agreement and tendering documentation reviewed by LA procurement officer and Head of PRU
<ul style="list-style-type: none"> • New actions following from the recommendation: • A Behaviour Plan and Strategy is to be developed • Develop an EOTAS action plan after the Estyn monitoring visit in Spring Term 2016 to build on the progress made by the AIP and the recommendations from the Scrutiny Inquiry Panel report • A new 14-16 service for young people with Emotional and Behavioural Difficulties (EBD) will be developed as part of the EOTAS restructure
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 17</p>
<p>Urgently improve accommodation for EOTAS services either by upgrading the fabric and layout of the current buildings or by finding more suitable premises. This should include the provision of suitable external recreation areas.</p>
<p>Relevant Policy Commitments:</p> <p>16. Explore ways of improving pupil engagement and attendance</p>
<p>Action already being undertaken:</p> <ul style="list-style-type: none"> • Head of PRU is working with Corporate Building Services team to source possible sites for PRU • Head of PRU has visited three sites to establish suitability for purpose Two sites were inappropriate but one site could be adapted to accommodate some PRU provision
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> • Estimate for costs of improvement of Brondeg site to be established by Corporate Building Services Department • Investigate possibility of other sites (such as primary school buildings that have become or will become, vacant) being used for PRU provision
<p>Cabinet Member Comments: Any issues not covered above</p>
<p>Recommendation is AGREED</p>

<p>Recommendation 18</p>
<p>The different parts of the education department are reviewed in order to look at commonalities in service provision and ideas for joint and partnership</p>

working in relation to behaviour and services for EOTAS pupils. The outcomes of this must be built into the EOTAS action plan.
<p>Relevant Policy Commitments: (list briefly)</p> <p>14. Raise educational standards and the performance of all schools and pupils in Swansea</p> <p>15. Implement a programme of sharing best practice between teachers and schools</p>
<p>Action already being undertaken:</p> <p>No further action other than that identified above</p>
<p>New actions following from the recommendation:</p> <ul style="list-style-type: none"> • A Behaviour Plan and Strategy is to be developed • Develop an EOTAS action plan after the Estyn monitoring visit in Spring Term 2016 to build on the progress made by the AIP and the recommendations from the Scrutiny Inquiry Panel report
<p>Cabinet Member Comments: Any issues not covered above</p> <p>Recommendation is AGREED</p>

<p>Recommendation 19</p> <p>Awareness is raised with schools about the role of EOTAS, making a referral and the graduated response. This should be available to all schools but targeted specifically at those who are identified as the worst offenders for inappropriate referrals and/or inadequate paperwork.</p>
<p>Relevant Policy Commitments:</p> <p>15. Implement a programme of sharing best practice between teachers and schools</p>
<p>Action already being undertaken:</p> <ul style="list-style-type: none"> • Schools whose referrals need improvement are being identified and the Head of PRU has started to visit these schools in a supportive and advisory capacity in order for them to improve their referral processes • Head of PRU has presented to Cross-Phase Headteachers' meeting regarding the role and purpose of EOTAS • Head of PRU now attends SCCASH meetings
<p>New actions following from the recommendation: <i>Any actions already in train or proposed</i></p> <ul style="list-style-type: none"> • A Behaviour Plan and Strategy is to be developed

<ul style="list-style-type: none"> As part of the Strategy, a Communication Plan is also developed
Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

Recommendation 20
Children and young people using EOTAS services are actively consulted and involved in developing the service and the physical environment they are taught within. This will require staff to be creative in the ways in which it engages and involves these young people.
Relevant Policy Commitments:
16. Explore ways of improving pupil engagement and attendance
Action already being undertaken:
<ul style="list-style-type: none"> Each Centre has a School Council that meets regularly Each Centre has a strategy for eliciting suggestions and comments around wellbeing that children and young people can use confidentially and anonymously
<ul style="list-style-type: none"> New actions following from the recommendation: Develop an EOTAS action plan after the Estyn monitoring visit in Spring Term 2016 to build on the progress made by the Accelerated Implementation Plan that includes learner voice and the recommendations from the Scrutiny Inquiry Panel report
Cabinet Member Comments: Any issues not covered above
Recommendation is AGREED

2.1 An action plan for the agreed recommendations attached as Appendix B.

3. Equality and engagement implications

3.1 Any recommendation that leads to a proposal or change will be subject to an Equality Impact Assessment screening and, if required, a full Equality Impact Assessment report incorporating any relevant engagement activities and taking full account of Children's Rights.

4. Legal implications

4.1 There are no specific legal implications arising from this report. However legal advice should be sought as necessary when implementing the recommendations.

5. Financial implications

- 5.1 The availability of finance for this application of this policy is based on the likely levels of future budgets, the medium term financial plan and the Sustainable Swansea – Fit for the Future budget strategy. It is anticipated that the behavioural review savings target of £340k for EOTAS in 2015/16 will not be met and further savings are currently under consideration.
- 5.2 Any additional capital funding required for accommodation changes would require a separate FPR7 report to commit the scheme to the capital programme.

Background Papers:

Appendices

Appendix A – Original Scrutiny Inquiry Report

Appendix B – Proposed Cabinet Action Plan