



City and County of Swansea

Notice of Meeting

You are invited to attend a Meeting of the

Scrutiny Performance Panel – Schools

At: Committee Room 5 - Guildhall, Swansea

On: Thursday, 17 May 2018

Time: 4.00 pm

Convenor: Councillor Mo Sykes

Membership:

Councillors: C Anderson, A M Day, M Durke, S J Gallagher, L S Gibbard, F M Gordon, D W Helliwell, B Hopkins, L James, S M Jones, L R Jones, M A Langstone, H M Morris and L J Tyler-Lloyd

Co-opted Members: D Anderson-Thomas, J Meredith and A Roberts

Agenda

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| 2 | Disclosure of Personal and Prejudicial Interests.
www.swansea.gov.uk/disclosuresofinterests | |
| 3 | Election of Panel Convener | |
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Nick Williams, Chief Education Officer | |
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Next Meeting: Thursday, 7 June 2018 at 4.00 pm

A handwritten signature in cursive script that reads 'Huw Evans'.

Huw Evans
Head of Democratic Services
Thursday, 10 May 2018

Contact: Michelle Roberts, Scrutiny Officer

Councillor Mo Sykes
Convener
Schools Scrutiny Performance Panel

Please ask for: Councillor Jennifer Raynor
Direct Line: 01792 63 7429
E-Mail: cllr.jennifer.raynor@swansea.gov.uk
Our Ref: JR/CM
Your Ref:
Date: 9th April 2018

BY EMAIL

Dear Councillor Sykes

Schools Scrutiny Performance Panel – 15 March 2018

I am writing in response to your letter dated 27 March 2018 in relation to the Schools Scrutiny Performance Panel held on 15 March 2018.

In response to the four questions you have put in your letter please find below the responses.

1. We recommend that a permanent senior leadership team be appointed soon to ensure ongoing stability and improvement.

The local authority (LA) fully supports the recommendation that a permanent senior leadership team is appointed soon to ensure the ongoing stability and improvement. The LA will continue to work with the acting headteacher and senior leadership team and governing body to secure a more permanent arrangement. The final decision regarding appointments will, however, be the responsibility of the governing body

2. Look at whether the financial implications of budget reductions across a number of services that will affect the school can in some way be mitigated?

The current financial context is challenging for all schools with real terms reductions in the funding available both through the school budget shares and also the level of grant funding that is available to be devolved to schools.

Pupil numbers remain the key driver for the level of funding a school receives and where schools have to manage a reduction in pupil numbers this will inevitably add to the scale of the challenges. The school has seen a significant reduction in pupil numbers (78.6 FTEs or 7%) and is also impacted by changes in post 16 funding. These are factors outside of the control of the Council and inevitably will require further robust management action by the school.

Officers will continue to work with the school as it continues to deliver its budget recovery plan and the school may wish to consider submitting a business case to seek to access one off funding from the corporate Restructure Reserve, earmarked for schools in the latest Council Budget, where such funding would assist in managing the changes necessary.

3. Look at how the serious maintenance issues within some of the school buildings can be addressed?

Officers will continue to work with the school and Diocese (which have the direct responsibility for these matters) to seek to manage the challenging short term structural issues that have been identified. These would rank highly in terms of relative priority within the Authority's annual structural maintenance programme as regards future roofing works, however, this would only meet the required 15% contribution and the remaining 85% would need to be provided by the Welsh Government and / or the Diocese (as for any Aided school). The total available through the annual structural maintenance programme is over-stretched to meet all the needs identified across all schools.

The school has benefited from the late one-off additional funding allocated by the Welsh Government specifically to support repair and maintenance needs within schools and which has provided a sum of £32k for Bishop Vaughan which could be utilised in 2018-2019. A more targeted and planned allocation by the Welsh Government might have benefited the school more.

Officers have sought specific additional capital funding from the Welsh Government towards the urgent roofing works required and is awaiting a response from officials. This may not be successful but a similar request accessed a sum of £0.5m which addressed similar needs some years previously.

The wider capital investment needs of the school have been recognised within the Authority's most recent submission under the Welsh Government's 21st Century Schools Programme and the Authority will continue to work with the school and Diocese to deliver the necessary works at the earliest opportunity. However, whilst 85% of the cost for the aided sector is met by the Welsh Government this leaves the remaining 15% to be met from the Diocese.

4. We recommend that the support and training for new and aspiring leaders include the management of human resource and financial matters.

The LA ensures that new and aspiring leaders can access appropriate training in human resources and school finance. The new and acting headteacher training programme calendar was reviewed and published in September 2017. The LA will re-distribute the calendar of events on 16 April 2018 to ensure full visibility of the range of training opportunities available

More generally it is good to note the number of positive school inspection outcomes over recent months. The LA is extremely pleased with the outcome of the most recent inspection and fully supports the Acting Headteacher and senior leadership team at the school. It is pleasing to note the achievements within a relatively short period of time.

Following the inspection in January 2018, the report has highlighted that leadership at all levels contributes successfully to a shared commitment to achieving the school's aims and ambitions which has a significant impact on pupils' wellbeing and the standards they achieve. The report acknowledges that the Acting Headteacher is supported well by an extended leadership team who promote high expectations a shared sense of purpose and commitment to the school's values and ambitions.

The report also recognises that the governing body supports and oversees the school's work appropriately and governors generally have a sound understanding of the school's strengths and areas of development.

Yours faithfully

A handwritten signature in black ink, appearing to read 'J Raynor', written in a cursive style.

Councillor Jennifer Raynor
Cabinet Member for Children, Education & Lifelong Learning

**To/
Councillor Jen Raynor
Cabinet Member for Children,
Education and Lifelong Learning**

*Please ask for:
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Scrutiny

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Dyddiad:*

27 March 2018

BY EMAIL

Summary: This is a letter from the Schools Scrutiny Performance Panel to the Cabinet Member for Children, Education and Lifelong Learning following the meeting of the Panel on 15 March 2018. It is about Bishop Vaughan Catholic Secondary School Performance and its prospects for improvement.

Dear Councillor Raynor,

Schools Scrutiny Performance Panel – 15 March 2018

On the 15 March 2018 we met with the Headteacher and Deputy Headteacher from Bishop Vaughan Catholic Secondary School along with the relevant Challenge Advisor.

We chose to speak to this school because it has been highlighted as Amber on the support and categorisation matrix. We wanted to discuss what the school is doing to improve its current performance and prospects for improvement. We have detailed our thoughts on how the school is progressing in this letter.

We heard from the Challenge Advisor that:

- In 2016 a number of issues were identified at the school that had caused concern and needed to be addressed, in particular: the need for stable, strong leadership, the academic data dipping and a large financial deficit.
- The school received an 'Amber' support package last year and has now been categorised as 'Yellow'. The Headteacher and Senior Leadership Team have welcomed and embraced the support given.
- A new acting Headteacher and Senior Leadership Team were appointed in the September of 2016 and since that time a number of measures have been put in place to bring about improvements at the school. This has resulted in stronger and more stable leadership at the school, an up-lift in academic performance and the managing down of the financial deficit.

OVERVIEW & SCRUTINY / TROSOLWG A CHRAFFU
SWANSEA COUNCIL / CYNGOR ABERTAW
GUILDHALL, SWANSEA, SA1 4PE / NEUADD Y DDINAS, ABERTAW, SA1 4PE
www.swansea.gov.uk / www.abertawe.gov.uk

- In January the school had an Estyn Inspection which has evidenced a more positive picture and is in line with how the Challenge Advisor had assessed the school had progressed. We heard that the Inspection outcome is not yet public but will be published on 4 April.

The Headteacher outlined the context and answered a number of questions asked by the panel which covered, for example:

- The support the school had received from the Local Authority, ERW and other schools
- Support for and training of new and aspiring school leaders and the need to include financial and human resource management in that package of learning
- The work to improve pupil performance and outcomes at the school, improvements made and areas still requiring improvement
- The innovative use of the pupil deprivation grant to improve EFSM pupil performance
- The ongoing work to manage down the financial deficit and the implications of grant reductions. We heard that this will disproportionately affect the school because they have a reduction in pupil numbers currently, imminent changes in support received from the Ethnic Minority and Achievement Service and the post 16 budget reductions
- Attendance and exclusions
- The condition of some of the school buildings at the school and the need for some major maintenance or replacement of some aspects

From this discussion with the Head and Deputy Headteacher and the Challenge Adviser we concluded that there is now a much improved picture at the school as compared to the situation in 2016. We felt that this is mainly due to:

- The school now having a new and confident Headteacher and Senior Leadership Team that are proving to be creative and innovative in driving improvements at the school
- Leaders at all levels in the school, and school staff, having worked together and responded well to the drive to improve pupil outcomes
- The school having welcomed support and challenge from the Local Authority, the Challenge Advisor and assessing of school to school support
- The school is working with the Challenge Advisor to develop its self-evaluation processes
- A much improved financial situation at the school and clear plan to come out of deficit
- The school has well considered plans in place to support pupils from vulnerable backgrounds. Using their Pupil Deprivation Grant, the school focuses on improving pupils' outcomes in literacy and numeracy and breaking the link between disadvantage and educational attainment. This has shown positive impacts in pupil performance for EFSM pupils. This has been identified by Estyn as good practice and worthy of sharing with other schools.

We did recognise, however, that some areas of particular improvement are required. These are being addressed through the school continuing to seek 'school to school' support and assistance from the challenge advisor and subject specialists including in its self-evaluation processes, mathematics and science and outcomes at 6th Form. The Panel did feel that the appointment of a permanent Headteacher should be made soon to ensure stability moving forward.

We congratulate the Headteacher and school staff, the challenge advisor and the governing body at the school for the improvements made at the school since 2016 and look forward to seeing this continue from a now strong base. Overall, we are pleased to see the new strong leadership team taking the school forward and would particularly celebrate the use of the innovative thinking the school is using to solve the challenges that it faces.

We welcome your thoughts on any of the issues raised in our letter and would ask that you respond to the following points by 17 April 2018.

1. We recommend that a permanent senior leadership team be appointed soon to ensure ongoing stability and improvement.
2. Look at whether the financial implications of budget reductions across a number of services that will affect the school can in some way be mitigated?
3. Look at how the serious maintenance issues within some of the school buildings can be addressed?
4. We recommend that the support and training for new and aspiring leaders include the management of human resource and financial matters.

Yours sincerely,

COUNCILLOR MO SYKES

Convener, Schools Scrutiny Performance Panel

✉ Cllr.mo.sykes@swansea.gov.uk



City and County of Swansea

Notes of the **Scrutiny Performance Panel – Schools**

Committee Room 5 - Guildhall, Swansea

Thursday, 15 March 2018 at 4.00 pm

Present: Councillor M Sykes (Chair) Presided

Councillor(s)

A M Day
D W Helliwell
L R Jones

Councillor(s)

S J Gallagher
B Hopkins
M A Langstone

Councillor(s)

L S Gibbard
L James

Other Attendees

Emma Pole

Headteacher Bishop Vaughan School

Deputy Headteacher Bishop Vaughan School

Officer(s)

Michelle Roberts

Scrutiny Officer

Apologies for Absence

Councillor(s): C Anderson, M Durke, S M Jones and L J Tyler-Lloyd

1 Disclosure of Personal and Prejudicial Interests.

None

2 Notes and Conveners Letters

Notes and letters were received by the Panel.

3 Preparation meeting with the Challenge Advisor for Bishop Vaughan Catholic Comprehensive School Rob Davies

Rob Davies, the Challenge Advisor for Bishop Vaughan Catholic Secondary School attended the meeting and discussed progress at the school with panel members.

The following main points were noted:

- In 2016 a number of issues were identified at the school that had caused concern and needed to be addressed, in particular: the need for stable, strong leadership, academic data dipping and a large financial deficit.
- The school received an 'Amber' support package last year and has now been categorised as 'Yellow'. The Headteacher and Senior Leadership Team have welcomed and embraced the support given.
- A new acting Headteacher and Senior Leadership Team were appointed in the September of 2016 and since that time a number of measures have been put in place to bring about improvements at the school. This has resulted in stronger

and more stable leadership at the school, an up-lift in academic performance and the managing down of the financial deficit.

- In January the school had an Estyn Inspection which has evidenced a more positive picture and is in line with how the Challenge Advisor had assessed the school had progressed. We heard that Inspection outcome is not yet public but will be published on 4 April.

4 Session with Bishop Vaughan Catholic Comprehensive School

The Headteacher and Deputy Headteacher from Bishop Vaughan Catholic Secondary School attended the Panel meeting to discuss the schools progress and prospects for improvement with the panel. The following main points were noted:

- The support the school had received from the Local Authority, ERW and other schools
- Support for and training of new and aspiring school leaders and the need to include financial and human resource management in that package of learning.
- The work to improve pupil performance and outcomes at the school, the improvements made and areas still requiring improvement
- The innovative use of the pupil deprivation grant to improve eFSM pupil performance
- The ongoing work to manage down the financial deficit and the implications of grant reductions. We heard that this will disproportionately affect the school because they of the reduction in pupil numbers, imminent changes in support received from the Ethnic Minority and Achievement Service and the post 16 budget reductions.
- Attendance and exclusions
- The condition of some of the school buildings at the school and the need for some major maintenance or replacement of some aspects.

From this discussion with the Head and Deputy Headteacher and the Challenge Adviser we concluded that there is now a much improved picture at the school as compared to the situation in 2016. We felt that this is mainly due to:

- The school now having a new and confident Headteacher and Senior Leadership Team that are proving to be creative and innovative in driving improvements at the school.
- Leaders at all levels in the school, and school staff, having worked together and responded well to the drive to improve pupil outcomes.
- The school having welcomed support and challenge from the Local Authority, the Challenge Advisor and accessed school to school support
- The school is working with the Challenge Advisor to develop its self-evaluation processes.
- A much improved financial situation at the school and clear plan to come out of deficit.
- The school has well considered plans in place to support pupils from vulnerable backgrounds. Using their Pupil Deprivation Grant, the school focuses on improving pupils' outcomes in literacy and numeracy and breaking the link between disadvantage and educational attainment. This has shown positive

impacts in pupil performance for eFSM pupils. This has been identified by Estyn as good practice and worthy of sharing with other schools.

The Panel did recognise, however, that some of the areas of particular improvements that are required and these are being addressed through the school continuing to seek 'school to school' support and assistance from the challenge advisor and subject specialists in its self-evaluation processes, mathematics and science and outcomes in 6th Form. The Panel did feel that the appointment of a permanent Headteacher should be made soon to ensure stability moving forward.

Councillors congratulated the Headteacher and school staff, the challenge advisor and the governing body at the school for the improvements made at the school since 2016 and look forward to seeing this continue from a now strong base. Overall, we are pleased to see the new strong leadership team at the school taking the school forward and would particularly celebrate the use of the innovative thinking the school is using to solve the challenges that it faces.

The Panel will ask the Cabinet Member to respond to the following points.

1. We recommend that a permanent senior leadership team be appointed soon to ensure ongoing stability and improvement.
2. Whether the Financial implications of budget reductions across a number of services that will affect the school can in some way be mitigated?
3. How potentially the serious maintenance issues within some of the school buildings can be addressed?
4. We recommend that the support and training for new and aspiring leaders of schools include the management of human resource and financial matters.

5 Workplan 2017/2018

The next two panel meetings have been arranged as follows:

17 May 2018 – Overview of key issues facing Education and planning the work of the coming municipal year

7 June 2018 – Science in Schools in Swansea

6 For Information Item

This information was noted by the panel.

The meeting ended at 6.00 pm

Schools Scrutiny Performance Panel **A summary of the year and planning for the year ahead**

Firstly, can the Panel members have a think about the following questions in relation to their year on the Schools Scrutiny Performance Panel to help inform future work?

1. What has gone well?	
2. What has not gone so well?	
3. Has the Panels work programme been focused on the right things?	
4. What have we learned that will help us with future education scrutiny?	

Summary of the Year 2017 – 2018

See below a summary of the year of scrutiny activity carried out by the Schools Performance Panel:

1. Topics suggested to Panel for scrutiny this year

Topics suggested for scrutiny by Councillors, the public and officers for the year 2017/18 and whether they were completed by the panel are detailed as follows

- ✓ First meeting be a workshop and include overview of education, school improvement and ERW
- ✓ Challenge session with 3 to 4 schools with at least one being a pioneer school, going out to a school was also suggested
- ✓ Education Other Than At School Services (EOTAS) – updates on progress and pre-decision of any relevant reports going to Cabinet
- ✓ How schools are building capacity to manage behaviour in mainstream
- ✓ The Pupil Voice in Swansea
- ✓ Looked After Children Educational Performance
- ✓ Pupil Deprivation Grant (PDG) spending and performance of vulnerable learners
- ✓ Annual Audit of Schools
- ✓ Annual Education Performance and latest school categorisation data
- ✓ Scrutiny of the Annual Budget as it relates to education matters
- ✓ Performance of School Improvement Service
- ✓ Information on the New Estyn Regime when available
- x Science in Schools
- x School to School collaboration
- x Pre-decision scrutiny: Commissioning Review of ALN

2. The Schools that the panel have spoken to in 2017/18

- ✓ Olchfa Comprehensive and Parklands Primary Schools collaboration on piloting the development of the new curriculum for Wales (16 November 17)
- ✓ Morryston Primary School (Amber) – (15 February 18)
- ✓ Bishop Vaughan Catholic Secondary School (Amber) – (15 March 18)

3. Data monitoring in 2017/18

Item monitored over the year:

- ✓ Data and commentary on school categorisation (January 2018)
- ✓ Data on school performance (verified data) (January 2018)
- ✓ Progress against Business Plan priorities locally and regionally ERW (18 Oct 17)
- ✓ Looked after Children's Performance (12 December 2017)
- ✓ Free School Meal Pupil Performance and use of PDG (12 December 2017)

4. Some other background information relating to the panel this year 2017/2018

Number of times the Schools Scrutiny Performance Panel has met 11, number of education related Conveners letters to Cabinet member 8 and Councillor attendance across the Panel on average 57%

Planning for the year ahead 2018 - 2019

See below some items that can be scheduled for the coming year (see also attached draft work programme based upon this):

1. Some issues the panel identified but did not get chance to look at or that require and have been identified for ongoing monitoring.

- See Wellbeing and Behaviour Strategy when available
- Education Other Than At School (EOTAS) progress update
- Pre-decision Scrutiny: Commissioning Review of Alternative Learning Needs/Special Educational Needs
- Science in Schools
- School to School Collaboration
- Readiness for School, follow up on outstanding issues resulting from a scrutiny inquiry (*referred to the panel on 27 Mar*)

2. Annual items to be scheduled for the new municipal year

- Schools Scrutiny (chose from school categorisation information)
 - a. 2 x Amber schools include Ysgol Crug Glas Special School and 1 other to be agreed
 - b. 1 x Green School (particularly around Foundation Phase work (Llanrhidian Primary or Gowerton Primary have been suggested because of their excellent practice in this area)
 - c. Site visit Morryston Primary School to see improvements embedded (as agreed at 15 Feb 18 meeting when panel met with the school)
- Data and commentary on school categorisation and data on school performance
- Progress against Business Plan priorities locally and regionally ERW and the performance of Education Improvement Service
- Looked after Children's Performance
- Free School Meal Pupil Performance and use of Pupil Deprivation Grant
- Scrutiny of annual budget as it relates to education matters (Feb 19)

DRAFT Work Programme for Schools Performance Panel

This is the Work Programme Timetable for 2018/2019. Meetings will start at 4pm unless a school visit or otherwise stated. Pre-meetings will be arranged as required.

Meeting date	Items to be discussed
Meeting 1 17 May 18 4pm	<ol style="list-style-type: none"> Key issues for Education/Schools over coming year (Cllr Raynor/Nick Williams) Panel discuss and agree work programme for coming year.
Meeting 2 7 Jun 18 4pm	Science in Schools <ul style="list-style-type: none"> Performance of schools in Science and comparisons with others Speak to a Headteachers of schools who excel in Science
Meeting 3 18 Jul 18 2pm	School 1 - Visit - Green School – Foundation Phase (visit a school that is doing particularly well in this area, identifying good practice?) <i>Some options to choose from:</i> <i>?Llanrhidian has just launched the FPEN (Foundation Phase Excellence Network) from their school with their school highlighted as having excellent practice.</i> <i>?Gowerton has been identified as having excellent practice during their recent inspection.</i>
Meeting 4 20 Sep 18 4pm	<ol style="list-style-type: none"> Public Questions *School Improvement Service Performance update (Annual) *Progress against Business Plan priorities locally and regionally ERW
Meeting 5 17 Oct 18 2pm	*School 2 – Ysgol Crug Glas Special School Amber: visit school and meet with Head and Chair of Governors at School including the challenge advisor (<i>as you discussed on 18 Jan</i>)
Meeting 6 15 Nov 18 4pm	<ol style="list-style-type: none"> Public Questions Education Other Than at School (EOTAS) - Update on progress with changes to service and accommodation Wellbeing and Behaviour Strategy update
Meeting 7 11 Dec 18 4pm	<ol style="list-style-type: none"> Public Questions *Looked After Children Educational Outcomes *Pupil Deprivation Grant spend and support for vulnerable pupils Annual Audit report (for information)
Meeting 8 17 Jan 19 4pm	<ol style="list-style-type: none"> Public Questions *Annual Education Performance (incl. verified data) and School Categorisation
Meeting 9 20 Feb 19 2pm	*School 3 – Visit to Morryston Primary School Revisit Morryston Primary School progress and following up on the embedding of improvements (<i>as you agreed on 15 Feb</i>)
Meeting 10 21 Mar 19 4pm	*School 4 – to be agreed Amber: Speak to Head and Chair of Governors of a School including preparation session with the challenge advisor
Meeting 11 2 May 19 4pm	<ol style="list-style-type: none"> Readiness for School, follow up on outstanding issues resulting from a scrutiny inquiry (<i>referred to the panel on 27 Mar</i>) Review of the year and planning for the year ahead

In addition dates to be arranged for:

Meeting 12 Date TBA	Pre-decision Scrutiny Alternative Learning Needs Reform Commissioning Review (<i>awaiting a cabinet date</i>)
Meeting 13 Early Feb 19	*Scrutiny of Annual Budget as it relates to education matters

*Core annual items

For Information

A. Estyn Inspections Summaries
(Published since your last update on 15 March 2018)

For Information

School

Published today, 4 April 2018

Bishop Vaughan Comprehensive School

<https://www.estyn.gov.wales/sites/default/files/documents/Bishop%20Vaughan%20R.C.%20School.pdf>

New Inspection Arrangements:

Standards	G
Wellbeing and attitudes to learning	G
Teaching and learning experiences	G
Care, support and guidance	G
Leadership and management	G

Published today, 5 April 2018

Cwmrhydyceirw Primary School

<https://www.estyn.gov.wales/sites/default/files/documents/Cwmrhydyceirw%20Primary%20School.pdf>

New Inspection Arrangements:

Standards	E
Wellbeing and attitudes to learning	E
Teaching and learning experiences	E
Care, support and guidance	E
Leadership and management	E

Published 18 April 2018

Cwm Glas Primary School

<https://www.estyn.gov.wales/sites/default/files/documents/Cwmglas%20Primary.pdf>

New Inspection Arrangements:

Standards	G
Wellbeing and attitudes to learning	G
Teaching and learning experiences	G
Care, support and guidance	E
Leadership and management	G

Published today, 2 May 2018

Olchfa School

https://www.estyn.gov.wales/sites/default/files/documents/Olchfa%20School_0.pdf

New Inspection Arrangements:

Standards	E
Wellbeing and attitudes to learning	E
Teaching and learning experiences	E
Care, support and guidance	E
Leadership and management	E