



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, 18 March 2021
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

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Next Meeting: Thursday, 22 April 2021 at 4.00 pm



Huw Evans
Head of Democratic Services
Thursday, 11 March 2021

Contact: Michelle Roberts, Scrutiny Officer

Councillor Lyndon Jones
Convener – Education 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/KH

Your Ref:

Date: 26 February 2021

BY EMAIL

Dear Councillor Jones

Thank you for your letter dated 2 February 2021. I respond as follows.

1. Can you update us on the current figure for the number of pupils requiring computer equipment and/or connectivity including how many of these are pupils entitled to Free School Meals?

We are confident that all families/households that require connectivity or a device have been offered one. We have not cross-checked this information against those who are entitled to Free School Meals as all schools have managed the process themselves, however recent research from the Sutton Trust shows that FSM isn't necessarily an identifier for those that are digitally excluded.

The Welsh Government have announced a further 50,000 devices across Wales which will see a further 3000-4000 devices arriving in Swansea. This will allow us to support those families who are sharing a device between a number of different learners. Following a recent school survey we believe that the number of families that are sharing devices between learners to be around 2000.

2. What is the current underspend on the Looked After children Pupil Development Grant (formally deprivation). Why is this the case and how would any underspend be used?

The Looked after Children (LAC) element of the Pupil Development Grant (PDG), is a sum of money issued by Welsh Government to be used as a school improvement grant, to "disproportionately advantage" care experienced children. It is distributed to local authorities, via their regional consortium. For Swansea, currently, that is ERW, (Education through Regional Working). This financial year we were allocated £292,756.80, all of which has been allocated to schools using a funding formula (see attached), derived by the PDG LAC working group. Members of the working group consists of representatives from Education finance, Management Systems Unit, challenge advisers, LAC Education and headteachers.

As of 11 February 2021, only four schools have not claimed for their allocation amounting to £5261.75 from the total grant allocated this financial year. However, all these schools have been offered support, by the LAC education coordinator, primary support officer's and challenge advisers. We fully anticipate all PDG LAC will have been claimed by 18 February 2021. Therefore there will be no underspend and no alternative use for the grant will be looked at.

There have been some schools who have claimed their PDG LAC a little later than anticipated. We have investigated this thoroughly and noted our findings below:

- Prior to the financial year 2019/20, the LAC element of the wider PDG, was retained by the local authority, and used primarily to employ staff to work directly with the children upon referral to the service. The notion that the PDG LAC is a school improvement grant, as instructed by Welsh Government, is relatively new which will take time to embed.
- The information about the allocation for the financial year 2019/2020 arrived extremely late, and we were not in a position to proceed until January 2020. Since school would have had very little time to plan for the funds; we allocated it directly to schools without sight of their plans. This made evaluation much more difficult, but we felt we had no choice under the circumstances. Some schools thought this would be the case again, despite information highlighting the need for a plan, and information being send to them much earlier in the financial year.
- Due to the situation with COVID, most headteachers have been required to digest a huge amount of information. Some schools simply missed the information about PDG LAC, and have been grateful for reminders in the newsletter and follow up emails.
- Some schools and clusters with large numbers of LAC learners have benefitted hugely from the grant. While others with relatively low numbers have found that they are claiming for small amounts of money. They have found it difficult to know what to use such small amounts for. We have worked with these schools to look at resources and training that could be beneficial.

Yours sincerely



Y Cynghorydd / Councillor Jennifer Raynor
Aelod Y Cabinet Dros Wella Addysg, Dysgu A Sgiliau
Cabinet Member for Education Improvement, Learning and Skills

Three year LAC numbers per school based on LAC data

School	2018	2019	2020	Total	Average	3-2-1 Average	total allocation	ClusterTotal	Cluster LAC ready	
Brynmill Primary School	0	0	0	0	0.00	0.00	£0.00	£19,293.10	£1,000.00	BG
Grange Primary School	0	0	4	4	1.33	2.00	£1,913.36			BG
Oystermouth Primary School	0	0	0	0	0.00	0.00	£0.00			BG
Portmead Primary School	2	0	3	5	1.67	1.83	£1,753.92			BG
Cadle Primary School	2	3	4	9	3.00	3.33	£3,188.94			BG
Whitestone Primary School	1	1	3	5	1.67	2.00	£1,913.36			BG
Blaenymaes Primary School	5	6	1	12	4.00	3.33	£3,188.94			BG
Bishop Gore School	6	8	8	22	7.33	7.67	£7,334.57			BG
LAC ready cluster allocation					19.00	20.17	£19,293.10			
Bichopgore cluster							£1,000.00			
							£20,293.10			
Clydach Primary School	1	4	2	7	2.33	2.50	£2,391.71	£24,714.30	£1,000.00	BGRO
Glais Primary School	3	2	0	5	1.67	1.17	£1,116.13			BGRO
Craigfelen Primary School	2	6	2	10	3.33	3.33	£3,188.94			BGRO
Birchgrove Primary School	5	9	8	22	7.33	7.83	£7,494.01			BGRO
Birchgrove Comprehensive School	14	11	10	35	11.67	11.00	£10,523.51			BGRO
LAC ready cluster allocation					26.33	25.83	£24,714.30			
Birchgrove cluster							£1,000.00			
							£25,714.30			
Crwys Primary School	0	0	0	0	0.00	0.00	£0.00	£3,029.49	£1,000.00	BISH
Knelston Primary School	0	0	0	0	0.00	0.00	£0.00			BISH
Newton Primary School	0	0	0	0	0.00	0.00	£0.00			BISH
Pennard Primary School	0	0	0	0	0.00	0.00	£0.00			BISH
Mayals Primary School	0	0	0	0	0.00	0.00	£0.00			BISH
Bishopston Comprehensive School	1	0	0	1	0.33	0.17	£159.45			BISH
Bishopston Primary School	3	3	3	9	3.00	3.00	£2,870.05			BISH
LAC ready cluster allocation					3.33	3.17	£3,029.49			
Bishopston cluster							£1,000.00			
							£4,029.49			
Y G G Tan-y-Lan	0	0	0	0	0.00	0.00	£0.00	£6,537.33	£1,000.00	BT
Y G Y Cwm	0	0	1	1	0.33	0.50	£478.34			BT
Y G G Lonlas	0	0	2	2	0.67	1.00	£956.68			BT
Y G G Tirdeunaw	1	1	0	2	0.67	0.50	£478.34			BT
Y G G Gellionnen	2	2	2	6	2.00	2.00	£1,913.36			BT
Ysgol Gyfun Bryn Tawe	2	3	3	8	2.67	2.83	£2,710.60			BT
LAC ready cluster allocation					6.33	6.83	£6,537.33			
Ysgol Gyfun Bryn Tawe cluster							£1,000.00			
							£7,537.33			
St David's R C Primary School	0	0	0	0	0.00	0.00	£0.00	£15,306.92	£1,000.00	BV
St Illtyd's R C Primary School	0	0	7	7	2.33	3.50	£3,348.39			BV
St Joseph's Catholic Primary School (Clydach)	2	0	0	5	0.67	0.33	£318.89			BV
St Joseph's Cathedral Primary School (Green Hill)	2	4	2	8	2.67	2.67	£2,551.15			BV
Bishop Vaughan Catholic School	5	8	12	25	8.33	9.50	£9,088.48			BV
LAC ready cluster allocation					14.00	16.00	£15,306.92			
Bishop Vaughan Cluster							£1,000.00			
							£16,306.92			

Danygraig Primary School	0	0	0	0	0.00	0.00	£0.00			CH
Pentrechwyth Primary School	2	1	3	5	2.00	2.17	£2,072.81			CH
Talycopa Primary School	3	2	4	9	3.00	3.17	£3,029.49			CH
Trallwn Primary School	3	4	10	17	5.67	6.83	£6,537.33			CH
St Thomas Community Primary School	5	4	2	12	3.67	3.17	£3,029.49			CH
Cwmglas Primary School	6	4	8	18	6.00	6.33	£6,058.99			CH
Cefn Hengoed Community School	8	14	15	37	12.33	13.50	£12,915.21			CH
					32.67	35.17	£33,643.33	£33,643.33	£1,000.00	
LAC ready cluster allocation							£1,000.00			
Cefn Hengoed Cluster							£34,643.33			
Christchurch CiW Primary School	0	0	0	0	0.00	0.00	£0.00			DT
Gors Primary School	0	0	1	1	0.33	0.50	£478.34			DT
St Helen's Primary School	0	0	3	3	1.00	1.50	£1,435.02			DT
Gendros Primary School	0	1	0	1	0.33	0.33	£318.89			DT
Terrace Road Primary School	2	1	3	6	2.00	2.17	£2,072.81			DT
Sea View Primary School	2	6	4	12	4.00	4.33	£4,145.62			DT
Townhill Primary School	6	6	9	21	7.00	7.50	£7,175.12			DT
Dylan Thomas Community School	13	12	11	36	12.00	11.67	£11,161.30			DT
					26.67	28.00	£26,787.11	£26,787.11	£1,000.00	
LAC ready cluster allocation							£1,000.00			
Dylan Thomas Cluster							£27,787.11			
Llanrhidian Primary School	0	0	0	0	0.00	0.00	£0.00			G
Penclawdd Primary School	0	1	1	1	0.67	0.83	£797.24			G
Gowerton Primary School	1	1	1	4	1.00	1.00	£956.68			G
Pen-y-Fro Primary School	1	1	2	4	1.33	1.50	£1,435.02			G
Waunarlwydd Primary School	3	1	2	6	2.00	1.83	£1,753.92			G
Gowerton School	6	4	6	15	5.33	5.33	£5,102.31			G
					10.33	10.50	£10,045.17	£10,045.17	£1,000.00	
LAC ready cluster allocation							£1,000.00			
Gowerton Cluster							£11,045.17			
Y G G Y Login Fach	0	0	0	0	0.00	0.00	£0.00			GG
Y G G Bryniago	0	0	0	0	0.00	0.00	£0.00			GG
Y G G Bryn-Y-Mor	0	0	0	0	0.00	0.00	£0.00			GG
Y G G Llwynderw	0	0	0	0	0.00	0.00	£0.00			GG
Y G G Pontybrenin	0	0	1	1	0.33	0.50	£478.34			GG
Ysgol Gyfun Gwyr	0	0	0	0	0.00	0.00	£0.00			GG
					0.33	0.50	£478.34	£478.34	£1,000.00	
LAC ready cluster allocation							£1,000.00			
Ysgol Gyfun Gwyr cluster							£1,478.34			
Glyncollen Primary School	0	0	1	1	0.33	0.50	£478.34			M
Ynystawe Primary School	0	0	1	1	0.33	0.50	£478.34			M
Pentre'r Graig Primary School	0	3	2	5	1.67	2.00	£1,913.36			M
Morrison Primary School	4	1	2	7	2.33	2.00	£1,913.36			M
Clase Primary School	6	3	2	11	3.67	3.00	£2,870.05			M
Cwmrhydyceirw Primary School	3	7	7	13	5.67	6.33	£6,058.99			M
Morrison Comprehensive School	15	13	13	41	13.67	13.33	£12,755.77			M
					27.67	27.67	£26,468.21	£26,468.21	£1,000.00	
LAC ready cluster allocation							£1,000.00			

Morryston Cluster								£27,468.21				
Cila Primary School	0	0	0	0	0.00	0.00	£0.00			O		
Hendrefoilan Primary School	0	1	1	2	0.67	0.83	£797.24			O		
Sketty Primary School	1	1	7	9	3.00	4.00	£3,826.73			O		
Dunvant Primary School	3	3	2	8	2.67	2.50	£2,391.71			O		
Olchfa School	7	8	10	25	8.33	8.83	£8,450.69			O		
Parkland Primary School	7	10	8	25	8.33	8.50	£8,131.80			O		
LAC ready cluster allocation								23.00	24.67	£23,598.17	£23,598.17	£1,000.00
Olchfa Cluster										£1,000.00		
£24,598.17												
Penyrheol Primary School	1	0	0	1	0.33	0.17	£159.45			P		
Casllwchwr Primary School	2	2	2	6	2.00	2.00	£1,913.36			P		
Gorseinon Primary School	3	5	7	15	5.00	5.67	£5,421.20			P		
Pontybrenin Primary School	6	5	6	17	5.67	5.67	£5,421.20			P		
Tre Uchaf Primary School	5	4	6	14	5.00	5.17	£4,942.86			P		
Penyrheol Comprehensive School	9	7	10	26	8.67	8.83	£8,450.69			P		
LAC ready cluster allocation								26.67	27.50	£26,308.77	£26,308.77	£1,000.00
Penyrheol cluster										£1,000.00		
£27,308.77												
Brynhyfryd Primary	1	1	4	6	2.00	2.50	£2,391.71			PENT		
Clwyd Primary School	4	0	2	6	2.00	1.67	£1,594.47			PENT		
Hafod Primary School	1	3	2	6	2.00	2.17	£2,072.81			PENT		
Waun Wen Primary School	1	4	1	6	2.00	2.00	£1,913.36			PENT		
Plasmarl Primary School	4	3	4	11	3.67	3.67	£3,507.84			PENT		
Gwyrosydd Primary School	6	3	3	12	4.00	3.50	£3,348.39			PENT		
Burlais Primary School	5	5	4	14	4.67	4.50	£4,305.07			PENT		
Pentrehafod School	4	5	13	21	7.33	8.83	£8,450.69			PENT		
LAC ready cluster allocation								27.67	28.83	£27,584.34	£27,584.34	£1,000.00
Pentrehafod cluster										£1,000.00		
£28,584.34												
Pengelli Primary School	0	0	0	0	0.00	0.00	£0.00			PONT		
Pontlliw Primary School	1	0	0	1	0.33	0.17	£159.45			PONT		
Penllergaer Primary School	2	1	2	5	1.67	1.67	£1,594.47			PONT		
Llangyfelach Primary School	5	2	3	10	3.33	3.00	£2,870.05			PONT		
Pontarddulais Primary School	8	5	4	16	5.67	5.00	£4,783.41			PONT		
Pontarddulais Comprehensive School	6	9	9	23	8.00	8.50	£8,131.80			PONT		
LAC ready cluster allocation								19.00	18.33	£17,539.18	£17,539.18	£1,000.00
Pontarddulais Cluster										£1,000.00		
£18,539.18												
City & County of Swansea PRU	13	13	12	44	12.67	12.50	£11,958.53			PRU		
Ysgol Pen-y-Bryn	4	2	2	8	2.67	2.33	£2,232.26			PYB		
Ysgol Crug Glas	2	3	2	7	2.33	2.33	£2,232.26			YCG		
LAC ready cluster allocation										17.17	£16,423.05	
Special schools / PRU cluster										£1,000.00	£1,000.00	
£17,423.05										£277,756.80	£15,000.00	
Totals	259	266	317	842	280.67	290.33	£292,756.80	£277,756.80	£15,000.00			

£ per pupil based on share of £	£1,072.42	£1,044.20	£876.20	£329.88	£989.63	£956.68
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Allocation £292,756.80 less £15,000 for LAC readiness.

Allocations to schools excluding LAC ready amount	£277,756.80
Training on educational outcomes for adopted learn	£0.00 (ERW funded)
LAC Readiness	£15,000.00
Literacy	£0.00 (ERW funded)
Swansea LAC in schools in England	£0.00 (ERW funded)
Total LA allocation	£292,756.80



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

BY EMAIL

Please ask for: Michelle Roberts
Gofynnwch am:
Scrutiny Office 01792 637256
Line:
Llinell
Uniongyrchol:
e-Mail scrutiny@swansea.gov.uk
e-Bost:

Date 2 February 2021
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 21 January looking at the current Covid situation in Education.

Dear Cllr Raynor,

Education Scrutiny Performance Panel – 21 January 2021

We would like to thank you and the Interim Director of Education Helen Morgan Rees, 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.

We heard that the position we are in is still a volatile one. Schools are open for vulnerable pupils and children of critical workers. That a wide range of critical workers have now been identified, so we must have due regard for this but we have to risk assess our schools to ensure that we can accommodate them safely. We have switched back to remote learning for the majority of pupils and there is an expectation that school years 10, 11, 12 and 13 will receive four hours of synchronous learning a day.

You told us that as a local authority we are not prescribing what schools should be doing, because we believe our Headteacher's know their communities best. They know what kind of blended learning or remote learning offer should be provided for their pupils. We heard that most pupils in Swansea will have a blend of recorded and live lessons, paper packs and work books, with the blend depending on the pupil's age and aptitude. We were pleased to hear about the Swansea Virtual School and how it has been enhanced and reviewed this term.

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

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod
To receive this information in alternative format, or in Welsh please contact the above

We were encouraged to hear that the local authority had invested 5 million pounds using the infrastructure project to provide both kit and connectivity for schools. It was good to hear that to date we have delivered over 8,000 devices in Swansea, that we have 2,000 devices being prepared for distribution, as well as awaiting a delivery of a further 2,000 devices. You told us that you were proud of this but that the situation will continue to be monitored, as we are still becoming aware of families that do not have the most appropriate devices and of children having to share devices.

We asked how many pupils currently did not have devices. We understand that from a recent survey approximately 2000 pupils do not have appropriate devices, for example using gaming devices. Also that this number is likely to be much lower now as things have moved from that survey with more equipment going out to schools. We would like you to update us on the current figure including the number of pupils on Free School Meals who need equipment or connectivity.

We asked whether people who have 'used' devices can donate them to schools. We heard that this is possible provided the device was appropriate, secondary schools with ICT staff could be contacted directly about this. For Primary schools they are asked to please contact education@swansea.gov.uk inbox as Primary Schools do not have ICT staff to do this.

You told us that on the 16 January an announcement had been made by Welsh Government about examinations/assessments in our schools and that these will not take place this summer term but will be in the form of internal assessment by Teachers. We also heard that examination boards will assist by providing an assessment framework which will give first stage standardisation. Thereafter, there will be a degree of moderation across schools and across pupils. The Local Authority is awaiting further information from the Welsh Government on this. You agreed to keep the panel updated as things progress.

We heard that confidence needs to be built back in our school workforce so they can feel they feel able to return to buildings safely, especially after hearing about the new variants being far more contagious. We heard that some staff working to provide close care with our vulnerable pupils including in our Pupil Referral Unit will be prioritised for the Covid vaccine. You told us that the evidence is that schools themselves are not unsafe and that there is a need to use the same control measures as used before. We understand discussions are taking place with Welsh Government about the return of pupils to school including which age groups will return first but all this will depend on the R rate.

We recognise that unless the R rate drops significantly pupils will not return to 'in school' learning until before 22 February. You were currently unsure how this will look, we would be grateful if you could keep us informed.

We asked how the learning offer was taking place in different schools and how we support schools to communicate expectations to parents and pupils. We heard that was a matter of balance about what suits a particular school and a particular age group. You told us that each school has different language and accessibility needs, so we have given schools the tools in the form of clear guidance which they can communicate to parents.

We also heard about the pressures on teaching and education support staff and we asked what resources were in place to ensure appropriate support. We heard that this had also been raised by the Schools Forum. You told us about the resources available and how they can be accessed. Also available is a positive psychology model that can be used in a crisis, opportunities for Headteacher's from National Academy to have Headspace discussions and a helpline available to all education staff.

A question was also raised about the Looked After Children Pupil Development Grant and a recent underspend that had been identified. The Panel heard that not all claims will have come in for the monies spent up to this point but will do so over this quarter of the year. The end figure therefore will be different.

You told us that schools and the Education Department have been most heartened by the recent Estyn report about the education response to the pandemic and how it gives a number of examples of good practice from schools across Swansea. We agreed to schedule this into our future work programme.

We would like to take this opportunity to once again thank our staff in the education directorate and in Schools through this challenging time.

Your Response

We hope you find this letter useful and informative. We would welcome your comments on any of the issues raised but would ask for a response to the following point by 23 February 2021.

1. Can you update us on the current figure for the number of pupils requiring computer equipment and/or connectivity including how many of these are pupils entitled to Free School Meals?
2. What is the current underspend on the Looked After Children Pupil Deprivation Grant. Why is this the case and how would any underspend be used?

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

Tuesday, 16 February 2021 at 2.00 pm

Present: Councillor L R Jones (Chair) Presided

Councillor(s)

C Anderson
D W Helliwell
M A Langstone

Councillor(s)

A M Day
B Hopkins
L J Tyler-Lloyd

Councillor(s)

S J Gallagher
L James

Co-opted Member(s)

D Anderson-Thomas

Co-opted Member(s)

A Roberts

Co-opted Member(s)

Other Attendees

Jennifer Raynor

Cabinet Member - Education Improvement, Learning & Skills

Officer(s)

Helen Morgan-Rees
Michelle Roberts
Brian Roles

Director of Education
Scrutiny Officer
Head of Education Planning and Resources

Apologies for Absence

Councillor(s): M Durke

1 Disclosure of Personal and Prejudicial Interests.

None

2 Prohibition of Whipped Votes and Declaration of Party Whips

None

3 Letters and Minutes

The Panel reviewed the letter and agreed the minutes.

4 Public Questions

There were no public questions received.

5 Annual Budget Proposals - as they relate to Education matters

The Cabinet Member for Education Improvement, Learning and Skills, the Director of Education and the Head of Education Planning and Resources attended the meeting to discuss the Annual Budget as it relates to education matters.

6 Summarising views for feedback to Cabinet

After the discussion, with the Cabinet Member and Officers on the Annual Budget as it relates to Education, the Panel agreed the following feedback; which will be included in the Service Improvement and Finance Scrutiny Performance Panel response to Cabinet on the 18 February 2021.

- We were satisfied overall with this year's budget as it relates to education matters.
- We welcome the capital spend and the 3.3% gross uplift in the delegated schools budget.
- We were pleased that Education continues to be one of the top priorities for Swansea Council.
- Is there provision in the budget to ensure the reimbursement of any expenses incurred by those schools that remained open throughout the Covid period?
- We asked what savings proposals there are in relation to School Transport. We were informed that the proposals that are for consultation will be put to Cabinet in March. Can they be circulated to the Education Scrutiny Panel, once they are available?
- Has the cost of the potential new footprint of ERW and the closing down of the existing ERW structure been factored into the budget moving forward?
- We would like to take this opportunity to thank Schools, Governors and the Education Department for their excellent work over the past year. Particularly how they have managed the challenges that this Covid period has brought.

7 Work Programme

- Four pupils and the Headteacher from Bishopston Primary School will attend the Panel on the 18 March to give their views on remote and blended learning.
- The Estyn Report, 'the education response to the pandemic' has been scheduled for discussion at the Panel meeting on the 22 April.

The meeting ended at 3.10 pm

Chair

To:
Councillor Rob Stewart
Cabinet Member for Economy
Finance and Strategy

Please ask for:
Gofynnwch am:

Overview & Scrutiny

Direct Line:
Llinell Uniongyrochol:

01792 636292

e-Mail
e-Bost:

scrutiny@swansea.gov.uk

BY EMAIL

Date
Dyddiad:

17th February 2021

Summary: This is a letter from the Service Improvement and Finance Performance Panel to the Cabinet Member for Economy Finance and Strategy. The Panel met on 17th February 2021. This letter relates to the Annual Budget proposals.

Dear Councillor Stewart,

On the 17th February, the Panel met to discuss the Annual Budget. The Panel are grateful to Cabinet Members and Officers who attended all the Panel meetings to provide information and answer questions.

Panel Members had the opportunity to scrutinise the Budget in relation to their performance Panels. Each Panel was then asked to produce the points they wish to raise.

Please find below the comments from each Performance Panel:

Joint Social Services

- The Panel feels it is vitally important we ensure there is sufficient money allocated in the budget to provide additional health and wellbeing support to staff following the pandemic. The Panel is keen to see a joint venture with the Health Board in terms of support for staff.
- Very pleased to see the budget situation for Social Services this year, with an increase in the overall budget and very little in terms of cuts. However, the Panel is aware that there is a great deal that needs to be achieved with this money.
- The Panel is concerned that it only sees the net budget. It would be useful to see details of the income streams as well as expenditure. Officers have agreed to work with Cabinet Members to provide this information.
- The Panel would like to support the budget process in any way it can and therefore intends to revisit the budget again later in the year to closely monitor progress.

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

I dderbyn yr wybodaeth hon mewn fformat arall neu yn Gymraeg, cysylltwch â'r person uchod
To receive this information in alternative format, or in Welsh please contact the above

Education

- We were satisfied overall with this year's budget as it relates to education matters.
- We welcome the capital spend and the 3.3% gross uplift in the delegated schools budget.
- We were pleased that Education continues to be one of the top priorities for Swansea Council.
- Is there provision in the budget to ensure the reimbursement of any expenses incurred by those schools that remained open throughout the Covid period?
- We asked what savings proposals there are in relation to School Transport. We were informed that the proposals that are for consultation will be put to Cabinet in March. Can they be circulated to the Education Scrutiny Panel, once they are available?
- Has the cost of the potential new footprint of ERW and the closing down of the existing ERW structure been factored into the budget moving forward?
- We would like to take this opportunity to thank Schools, Governors and the Education Department for their excellent work over the past year. Particularly how they have managed the challenges that this Covid period has brought.

Natural Environment

The recruitment into new posts, as an outcome of the Natural Environment Scrutiny Inquiry, should reflect the following recommendations:

- Planning Ecologist to be a full time role (rather than part-time as currently advertised)
- Biodiversity Officer to be a full time role (rather than part-time as currently advertised)
- Climate Action Officer should be 0.5 (rather than 0.2)

Development and Regeneration

- In terms of the risk associated with the City Deal, the Panel would like clarification on the level of borrowing and how this will affect revenue streams in the future.
- The Panel seek clarity over how many jobs will be created to reflect the amount of investment in the City Deal projects.
- The Panel would benefit from a more detailed breakdown on what money has been spent in relation to the City Deal and on what is planned currently.
- The Panel would like a clear understanding of risks around ongoing capital costs and the income from the new developments.

Service Improvement and Finance

- The Panel noted the Budget this year is unique and unprecedented. That it is very much a live document and it is the first time that a substantial part of the

budget is based on what might happen. We thank officers and staff for their hard work and acknowledged the quick turnaround of funding distribution.

- The Panel would like a greater understanding of the risk register with regards to ongoing revenue costs, with the uncertainties around pay back from Welsh Government
- The Panel note that the Budget is a live document subject to change, and as such it has been difficult to scrutinise to full effect this year.
- We raised concerns about the financial and performance impact on Council finances of the future multiple joint committees that will be levied against the budget, and the risks of such committees to the Council Budget.

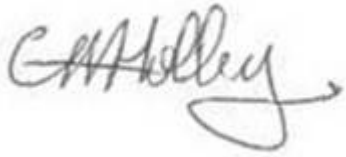
I will present these points to Cabinet at the meeting on 18th February 2021.

We welcome comments on any aspect of this letter but would like answers on the following points:

1. Could Cabinet provide their thoughts regarding a joint venture with the Health Board in terms of support for staff?
2. Is there provision in the budget to ensure the reimbursement of any expenses incurred by those schools that remained open throughout the Covid period?
3. Has the cost of the potential new footprint of ERW and the closing down of the existing ERW structure been factored into the budget moving forward?
4. Could the Natural Environment Panel recommendations, relating to the job vacancies, be implemented?
5. The Panel would like clarification on the level of borrowing, in relation to the City Deal, and how this will affect revenue streams in the future.
6. Can you clarify how many jobs will be created to reflect the amount of investment in the City Deal projects?
7. Can you provide a more detailed breakdown on what money has been spent in relation to the City Deal and on what is planned currently?
8. Can you provide further information about the financial impact on Council finances of the future multiple joint committees that may be introduced and be levied against the Council budget; inclusive of the risks of such committees to the Council budget?
9. Can you provide further information regarding the risks around ongoing capital costs and the income from the new developments?
10. Can you provide us with a risk register with regards to ongoing revenue costs, with the uncertainties around pay back from Welsh Government?

I will be presenting this information to you at Cabinet on 18th February 2021, however, I would be grateful if you could provide a written response to this letter by 11th March 2021.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'C. Holley', with a stylized flourish at the end.

Councillor Chris Holley
Convener, Service Improvement and Finance Scrutiny Performance Panel
✉ cllr.chris.holley@swansea.gov.uk

Education Directorate

Pupil Development Grant

**Education Scrutiny Performance Panel
18 March 2021**

Cyfarwyddiaeth Addysg

Grant Datblygu Disgyblion

**Panel Perfformiad Craffu - Addysg
18 Mawrth 2021**



Argymhellion y Cabinet

Cabinet recommendations

- Mai 2019 - Argymhellion a gefnogir gan y Pwyllgor Datblygu Polisi ynghylch y defnydd o'r Grant Datblygu Disgyblion (GDD) yn Abertawe.
- Mae ymweliadau cefnogi tymor yr hydref yn ystyried cynlluniau GDD ysgolion fel rhan o broses.
- May 2019 Policy Development Committee supported recommendations regarding Pupil Development Grant (PDG) use in Swansea.
- Autumn term support visits consider school PDG plans as part of process.

- Senior staff responsible for implementation of PDG plans.
- PDG plans aim to optimise the progress of all pupils eligible for free school meals (eFSM) – including more able and looked after pupils.
- Plans outline actions and link with school strategic plans.
- Pupil progress is tracked – helps when evaluating effectiveness of actions.
- Uwch-staff sy'n gyfrifol am roi cynlluniau'r GDD ar waith.
- Nod cynlluniau ar gyfer y GDD yw mwyafu cynnydd yr holl ddisgyblion sy'n gymwys ar gyfer prydau ysgol am ddim (cPYDd) - gan gynnwys disgyblion mwy talentog a'r rheini sy'n derbyn gofal.
- Mae'r cynlluniau'n amlinellu camau gweithredu ac yn cysylltu â chynlluniau strategol yr ysgol.
- Caiff cynnydd disgyblion ei olrhain - mae'n helpu wrth werthuso effeithiolrwydd camau gweithredu.

PDG summary of spend to support vulnerable pupils (*Annual item*)

Crynodeb o wariant y GDD i gefnogi disgyblion diamddiffyn (*eitem flynyddol*)

Totals 20-21

(Swansea Primary Schools)

- £5,644,200
- Primary average: £73K
- Primary lowest: £3,450
- Primary highest: £207K

Cyfansymiau 20-21

(Ysgolion Cynradd Abertawe)

- £5,644,200
- Cyfartaledd - Cynradd: £73K
- Isaf - Cynradd: £3,450
- Uchaf - Cynradd: £207K

PDG summary of spend to support vulnerable pupils (*Annual item*)

Crynodeb o wariant y GDD i gefnogi disgyblion diamddiffyn (*eitem flynyddol*)

Totals 20-21

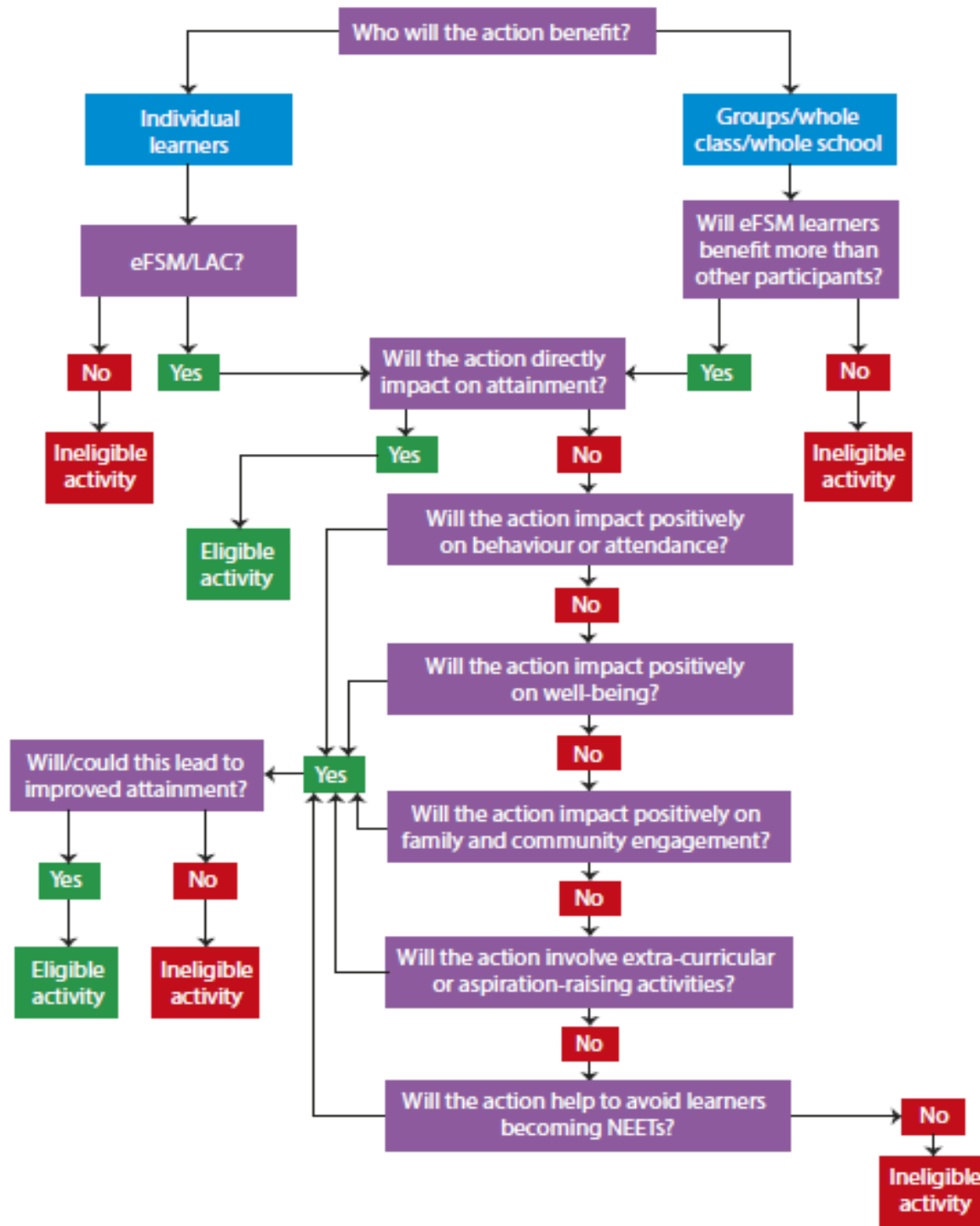
(Swansea Secondary & Special Schools)

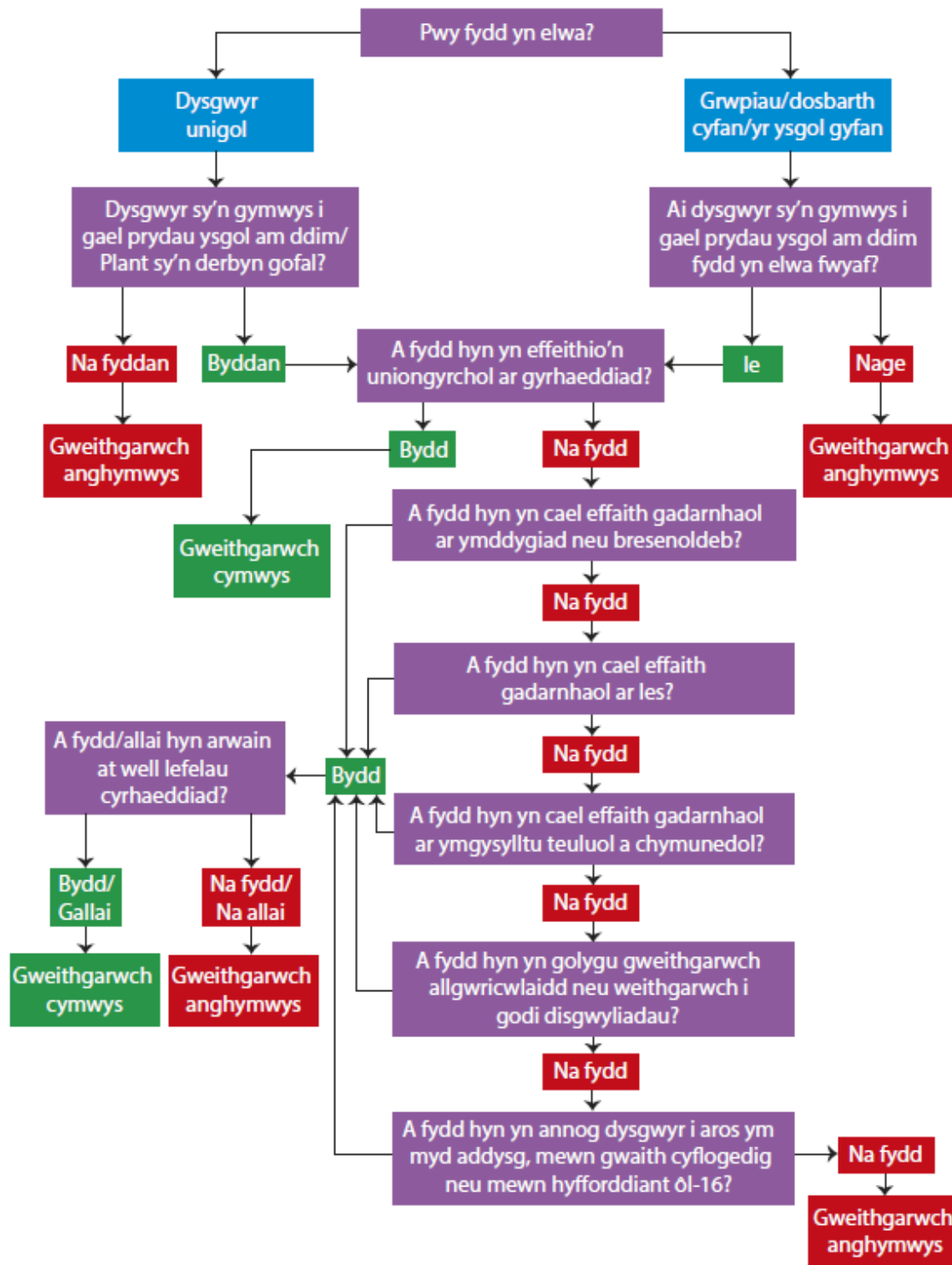
- £2,748,500
- Secondary average: £196K
- Secondary lowest: £52K
- Secondary highest: £348K
- Total Swansea Special:
- £70,150
- Special average: £35K

Cyfansymiau 20-21

(Ysgolion Uwchradd ac Ysgolion Arbennig Abertawe)

- £2,748,500
- Cyfartaledd Uwchradd: £196K
- Isaf - Uwchradd: £52K
- Uchaf - Uwchradd: £348K
- Cyfanswm Ysgolion Arbennig:
- £70,150
- Cyfartaledd Ysg. Arbennig: £35K





Examples of spend

Enghreifftiau o wariant

- Examples of its use in Swansea:
 - reading eggs
 - maths seeds
 - toe-by-toe
 - self-esteem (THRIVE, Empathy Lab etc.)
 - supporting mental health
- Enghreifftiau o'i ddefnydd yn Abertawe:
 - *Reading Eggs*
 - *Maths seeds*
 - *Toe-by-toe*
 - Hunan-barch (THRIVE, Labordy Empathi etc.)
 - Cefnogi iechyd meddwl

- Training for staff (TAs and teachers), such as:
- Speech and language
- Well-being training
- Wellcomm
- Developing teaching, e.g. Hattie's 'visible learning'
- Trauma informed
- Behaviour strategies
- Attachment
- Hyfforddiant i staff (CA ac athrawon), fel:
- Iaith a Lleferydd
- Hyfforddiant Iles
- Wellcomm
- Datblygu addysgu e.e. 'Dysgu gweledol' Hattie
- Arferion a Hysbysir gan Drawma
- Strategaethau ymddygiad
- Ymlyniad

- Developing tracking systems
- Freeing key staff to work with families and other agencies (TAF).
- Employing staff to support families
- Implementing Wellcomm
- Implementing well-being and mental health programmes
- Implementing speech and language programmes
- Implement catch-up programmes
- Increase staffing ratios in the early years
- Datblygu systemau olrhain
- Rhyddhau staff i weithio gyda theuluoedd ac asiantaethau eraill (TAT)
- Cyflogi staff i gefnogi teuluoedd
- Rhoi Wellcomm ar waith
- Rhoi rhaglenni lles ac iechyd meddwl ar waith
- Rhoi rhaglenni iaith a lleferydd ar waith
- Rhoi rhaglenni dal i fyny ar waith
- Cynyddu cymarebau staffio yn y blynyddoedd cynnar

- Provide enrichment and after school provision
- Enabling Nursery pupils to attend breakfast club
- Homework club for parents and pupils twice weekly
- Computer skills course for parents
- Creation of well-being rooms
- Supporting MAT pupils eFSM (maths & English)
- Nurture lunchtime clubs
- Purchasing of online packages (maths, literacy/reading – language link & MyConcern)
- Art therapy
- Darparu gweithgareddau cyfoethogi a darpariaeth ar ôl ysgol
- Galluogi disgyblion y meithrin i fynd i'r clwb brecwast
- Clwb gwaith cartref i rieni a disgyblion ddwywaith yr wythnos
- Cwrs sgiliau cyfrifiadur i rieni
- Creu ystafelloedd lles
- Cefnogi disgyblion MAT cPYDd (Mathemateg a Saesneg)
- Clybiau anogaeth amser cinio
- Prynu pecynnau ar-lein (Mathemateg, Llythrennedd/darllen - language link a MyConcern)
- Therapi celf

Supporting families

Cefnogi teuluoedd

- Paying for school snack
- Pay for childcare (after-school club)
- Pay for school trips
- Purchase of IT equipment to support blended learning
- Talu am fyrbrydau ysgol
- Talu am ofal plant (clwb ar ôl ysgol)
- Talu am wibdeithiau ysgol
- Prynu offer TG i gefnogi dysgu cyfunol

Impact Effaith

- Improved engagement
- Fewer social services referrals
- Improved attendance
- Improved attainment
- Improved teaching
- Improved parents' skills and relationship with school
- Gwell ymrwymiad
- Llai o atgyfeiriadau i'r Gwasanaethau Cymdeithasol
- Gwell presenoldeb
- Gwell cyrhaeddiad
- Gwell addysgu
- Sgiliau rhieni a'u perthynas â'r ysgol yn well

What do Welsh Government and Estyn say? Beth mae Llywodraeth Cymru ac Estyn yn ei ddweud?

Page 29

 **Estyn**

estyn.llyw.cymru
estyn.gov.wales

**Effective school support
for disadvantaged and
vulnerable pupils – case
studies of good practice**

February 2020



Canllawiau ar gyfer defnyddio'r
Grant Amddifadedd Disgyblion

**Beth sydd
wir yn
gweithio?**


Llywodraeth Cymru
Welsh Government
www.cymru.gov.uk

Bwriad y canllawiau hyn yw rhoi cyngor ymarferol i ysgolion ar y ffordd orau o ddefnyddio eu Grant Amddifadedd Disgyblion. Mae'n ategu'r canllawiau i ymarferwyr a gyhoeddwyd ym mis Rhagfyr 2013 ar y Grant Amddifadedd Disgyblion 2013–2015.



What is NOT as successful? Beth NAD yw mor llwyddiannus?

- Simply employing additional Teaching Assistants (TAs) - except where teachers and TAs work effectively together
- Ability grouping
- Reducing primary class sizes (aside from Reception and Y1 when reduced below 15)
- Teacher performance-related pay
- Cyflogi rhagor o Gynorthwyr Addysgu (CA) - ac eithrio lle mae athrawon a CA yn gweithio'n effeithiol gyda'i gilydd
- Grwpio yn ôl gallu
- Lleihau dosbarthiadau cynradd (heblaw am y dosbarth Derbyn a BI1 pan fo'r nifer yn llai na 15)
- Tâl yn seiliedig ar berfformiad i athrawon

Welsh Government top 4: 4 pennaf Llywodraeth Cymru:

1. Effective feedback on learning
2. Metacognition and self-regulation
3. Peer tutoring
4. Early intervention

1. Adborth effeithiol ar ddysgu
2. Metawybyddiaeth a hunan-reoli
3. Hyfforddiant gan gyfoedion
4. Ymyrryd yn gynnar

Estyn top 10

Top 10 Strategies for tackling poverty and disadvantage in schools

- 1 Taking a whole-school, strategic approach to tackling disadvantage
- 2 Using data to track the progress of disadvantaged pupils
- 3 Improving disadvantaged pupils' literacy and learning skills
- 4 Improving the social and emotional skills of disadvantaged pupils
- 5 Improving the attendance, punctuality and behaviour of disadvantaged pupils
- 6 Tailoring the curriculum to meet the needs of disadvantaged pupils
- 7 Providing enriched experiences and a variety of extra-curricular activities and trips
- 8 Listening to pupils and encouraging participation
- 9 Engaging with parents and carers of disadvantaged pupils
- 10 Developing the expertise of staff to meet the needs of disadvantaged pupils

10 uchaf Estyn

Y 10 Strategaeth orau ar gyfer mynd i'r afael â thlodi ac anfantais mewn ysgolion

- 1 Defnyddio dull ysgol gyfan, strategol i fynd i'r afael ag anfantais
- 2 Defnyddio data i olrhain cynnydd disgyblion dan anfantais
- 3 Gwella medrau llythrennedd a dysgu disgyblion dan anfantais
- 4 Datblygu medrau cymdeithasol ac emosiynol disgyblion dan anfantais
- 5 Gwella presenoldeb, prydlondeb ac ymddygiad disgyblion dan anfantais
- 6 Teilwra'r cwricwlwm yn unol ag anghenion disgyblion dan anfantais
- 7 Darparu profiadau cyfoethocach ac amrywiaeth o weithgareddau a thripiâu allgyrsiol
- 8 Gwrando ar ddisgyblion dan anfantais a rhoi cyfleoedd iddynt gymryd rhan lawn ym mywyd yr ysgol
- 9 Ymgysylltu â rhieni a gofalwyr disgyblion dan anfantais
- 10 Datblygu arbenigedd staff i fodloni anghenion disgyblion dan anfantais



In addition...

Yn ogystal...

- Local Authority receives PDG LAC (looked after children) funding
- £292,756 for 20-21
- Distributed to clusters
- Spend similar to that already given in earlier slides (training, implementing support etc.)
- Mae'r awdurdod lleol yn derbyn cyllid ar gyfer GDD PDG (plant sy'n derbyn gofal)
- £292,756 ar gyfer 20-21
- Fe'i dosberthir i glystyrau
- Mae'r gwariant yn debyg i'r hyn a nodwyd eisoes yn y sleidiau cynharach (hyfforddiant, rhoi cefnogaeth ar waith etc.)

Finally...

- Innovative and effective use of grant in Swansea.
- Having a positive impact on staff development, well-being, attendance, attainment etc.
- Recommendations realised in Swansea schools.

Yn olaf...

- Defnydd blaengar ac effeithiol o'r grant yn Abertawe.
- Mae'n cael effaith gadarnhaol ar ddatblygiad staff, lles, presenoldeb, cyrhaeddiad etc.
- Argymhellion wedi'u gwireddu yn ysgolion Abertawe.

Agenda Item 9



Report of the Cabinet Member for Education Improvement, Learning and Skills

Cabinet – 18 March 2021

School Improvement - Future Regional Arrangements

Purpose:	To defer withdrawal from the regional school improvement service (ERW) from 31 March 2021 to 31 August 2021.
Policy Framework:	Welsh Government model for regional school improvement services. Corporate priorities 2018-2022
Consultation:	Corporate Management Team (CMT), Legal, Finance & Access to Services
Recommendation(s):	It is recommended that Cabinet: <ol style="list-style-type: none">1) Notes that since serving notice to withdraw from ERW the work around a new footprint and model for regional school improvement has not been progressed to enable a smooth transition to a new model by 31 March 2021;2) Notes that any new model for school improvement is likely to need legal changes to governance arrangements which will not be in place by 31 March 2021;3) Agrees to therefore withdraw the notice to withdraw served on 20 March 2020 and remain in ERW until 31 August 2021;4) Delegates to the Director of Education and Chief Legal Officer authority to enter into any Deed of Variation necessary to ensure any change to withdrawal arrangements or any other necessary amendments approved by the Joint Committee.
Report Author:	Helen Morgan-Rees
Finance Officer:	Ben Smith
Legal Officer:	Tracey Meredith
Access to Services Officer:	Rhian Millar

1. Introduction

- 1.1 On 19 March 2020 Cabinet agreed to serve notice to withdraw from formal regional arrangements for education improvement, Education through Regional Working, (ERW) on 31 March 2021. It was intended that the Authorities would work together to ensure a smooth transition to a new footprint and model. Notice was served under cover of letter dated 20 March on the Leader of Ceredigion Council and at present Swansea Council is due to leave ERW on 31 March 2021.
- 1.2 Currently, there are ongoing discussions within the Swansea Bay City Deal footprint local authorities to establish new education consortium arrangements. Formal discussions between Directors have resulted in agreement about the main functions of a new partnership. Directors have agreed the principles for future regional working. However, the formation of a new partnership or consortium has been complex and subject to the following issues:
- Insufficient notice to exit a legal agreement at the same time resulting in a requirement to amend the legal agreement
 - More time required to agree functions of a new regional arrangement in light of parameters set by Welsh Government
 - The contingent liabilities of exiting local authorities have become clearer
 - Service users in Swansea have now provided their views on what a new regional arrangement should deliver within Welsh Government's expectations
 - Swansea has recently articulated to other Directors what functions it would want to preserve at a local level and what functions should be delivered by the new regional arrangements
 - Covid-19 response has taken priority
- 1.3 At the Joint Committee held on 13 November 2020, it was resolved that local authorities move at pace to dissolve ERW by 31 March 2021 and establish a new consortium arrangement by 1 April 2021. Given the issues listed in 1.2 it is now more realistic to allow more time to build a new arrangement that is fit for purpose. If the recommendation is approved, the other four remaining Council Leaders will be informed in writing that the second option discussed at Joint Committee on 13 November 2020, namely, new regional arrangements commencing on 1 September 2021 will become the preferred option. At the Joint Committee held on 9 February 2021, it was noted that Swansea requires more time to work towards a collaborative arrangement. If Cabinet agrees to defer withdrawal, a letter will be sent from the Leader of Swansea Council to the Leaders of the remaining four Councils, as outlined in appendix B.
- 1.4 The Welsh Government met with the Swansea Bay City Deal footprint authorities in January and February 2021 to support common expectations that met local, regional and national needs. The message from Welsh Government has been clear; collaboration is a requirement but the form of that collaboration is not mandated. It is for the councils themselves to agree how this will be done. As a result, Swansea has

articulated what it needs a new regional arrangement to deliver for Swansea. In addition, Swansea wants to deliver a few school improvement services at a local level, within the parameters set out by Welsh Government.

2. Background

- 2.1 There is broad agreement within the Swansea Bay City Deal footprint that challenge advisers should be employed by each local authority but that their work is aligned to regional objectives.
- 2.2 There has been a growing understanding that a region is best placed to deliver workforce development for practitioners in respect of a new Curriculum for Wales because of economies of scale and alignment to the work of other education consortia in Wales.
- 2.3 There is an acknowledgement that the national programmes for the development of leadership are best delivered on a regional basis because of good quality existing delivery by ERW.
- 2.4 There is an understanding that the elements within the wellbeing, excellence and equity agenda can be delivered on a regional basis.
- 2.5 There is an emerging understanding that local authorities may wish to preserve resources at a local authority level in order to meet local priorities, according to the maturity of school improvement within each local authority.
- 2.6 In order to move towards a new regional partnership by 1 September 2021, Directors will need to agree the footprint, functions and structure of a new entity. Workshops are currently underway to achieve the position required within an extended timeline.

3. Finance

- 3.1 With regards to finance, in FY2019-2020, ERW had an income of £64m; of this, £57m was pass ported directly to schools and local authorities via the Pupil Development Grant (PDG) and Regional Consortium School Improvement Grant (RCSIG) formulae. In Swansea's case all of the PDG funding and over 95% of RCSIG funding is delegated directly to schools. The remaining £7m is targeted at a range of school improvement activities, £4m of which was delegated to schools and local authorities across the ERW region.
- 3.2 Over and above this funding, local authorities were expected to maintain their school improvement capacity at a total of 58 challenge advisers and a financial threshold of £5.3m, of which were expected to fund a service to the value of £1.3m. This is funded from core local authority funding.
- 3.3 The 5 local authorities contribute to the cost of the ERW central team of which Swansea's contribution is £159,000. If Swansea remains as part of ERW between 1 April and 31 August 2021, the pro-rated contribution

would be £66,250. It is not expected that entering into a new partnership would see an annual contribution exceed £159,000.

- 3.4 Clause 15.2 of the ERW agreement states that for a withdrawing authority ... “will indemnify the other authorities against any Loss to the other authorities arising directly out of the consequences of its withdrawal from this Agreement”. That would need to be quantified in due course by agreement with those other authorities.
- 3.5 ERW has a significant accumulated pension deficit recorded in its last accounts and it would be expected a share of those liabilities would either fall to the Council on exit or pass to successor regional arrangements. Equally, however, there would be a share of ERW assets and those at last balance sheet date exceeded pension fund deficit liabilities.
- 3.6 The authority would remain liable for residual contribution costs and redundancies, if any, as set out in section 6.4.

4. Equality and Engagement Implications

- 4.1 The Council is subject to the Public Sector Equality Duty (Wales) and must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - Advance equality of opportunity between people who share a protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not

Our Equality Impact Assessment process ensures that we have paid due regard to the above.

An EIA screening has been undertaken (Appendix A), there are no immediate Equality Implications in relation to this report. We are asking for Cabinet’s agreement to remain in ERW until 31 August 2021 instead of the previously agreed leaving date of 31 March 2021. There will be no immediate change to service delivery from a service users’ perspective and any changes will be subject to a separate EIA.

5. Financial Implications

- 5.1 The cost of exiting on 31 March 2021 for Swansea rather than 31 August 2021 could be as much as £0.5M. This estimate is based on Swansea having 28% of the pupil population of ERW and it is logical to assume that redundancy costs for all exiting Local Authorities collectively are c£2M.

6. Legal Implications

- 6.1 The Welsh Government guidance document 'National model for regional working' sets out the role, structure and governance arrangements for regional consortia.
- 6.2 Clause 15 of the Agreement to constitute a Joint Committee provides for withdrawal and indemnity for consequences of withdrawal.
- 6.3 The Agreement provides that any authority may withdraw from the agreement by giving notice in writing to each of the other authorities to expire 12 months from the end of the Financial Year in which the notice is given. The deferment of the exit date to 31 August 2021 will be communicated to other local authorities.
- 6.4 The authority withdrawing shall remain liable for their contribution calculated to the date upon which its notice expires including any costs of redundancy directly attributable to the withdrawal of that authority as per clause 15.4 of the agreement which ranges from 100% in the first 2 years after withdrawal to 40% in the 5th year after withdrawal.
- 6.5 Any staffing implications arising from the withdrawal from ERW will be dealt with under the appropriate procedures. Appropriate legal advice should be sought as and when required.

Background Papers:

None

Appendices:

Appendix A – EIA

Appendix B – Letter of notice of withdrawal to Chair of ERW Joint Committee

Equality Impact Assessment Screening Form – Appendix A

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact the Access to Services team (see guidance for details).

Section 1

Which service area and directorate are you from?

Service Area: Education

Directorate: Education

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

(b) Please name and describe here:

School Improvement - Future Working Arrangements

This EIA is in relation to the proposal to move a new model for school improvement based on a new footprint in the future. To allow the Council to explore this we must terminate our current consortium arrangement via ERW by 1 September 2021. This requires the serving of notice to leave by 31 August 2021. Previously, on 19 March 2020, Cabinet agreed to withdraw on 31 March 2021. Cabinet is now asked to recommend a deferred date from 31 March 2021 to 31 August 2021.

We are asking for Council's agreement to defer serving notice from ERW by the 31 March 2021 to 31 August 2021. There will be no immediate change to service delivery from a service users perspective and any change will be subject to a separate EIA. The reason for the deferment is to allow more time to consolidate future working arrangements.

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line
service delivery

(H)

Indirect front line
service delivery

(M)

Indirect back room
service delivery

(L)

(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they
need to

(H)

Because they
want to

(M)

Because it is
automatically provided to
everyone in Swansea

(M)

On an internal
basis
i.e. Staff

(L)

Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Equality Impact Assessment Screening Form – Appendix A

Gender reassignment		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language	➔	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion	➔	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	➔	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Community cohesion	➔	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership	➔	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	➔	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

We will be working with all ERW partners over the next few months to obtain agreement for our departure and finalise the details of the future arrangements.

Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?

High visibility <input type="checkbox"/> (H)	Medium visibility <input checked="" type="checkbox"/> (M)	Low visibility <input type="checkbox"/> (L)
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(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL’S REPUTATION? (Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk <input type="checkbox"/> (H)	Medium risk <input checked="" type="checkbox"/> (M)	Low risk <input type="checkbox"/> (L)
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Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes No **If yes, please provide details below**

Q7 HOW DID YOU SCORE? Please tick the relevant box

MOSTLY H and/or M ➔ HIGH PRIORITY ➔ EIA to be completed Please go to Section 2

MOSTLY L ➔ LOW PRIORITY / NOT RELEVANT ➔ Do not complete EIA Please go to Q8 followed by Section 2

Q8 If you determine that this initiative is not relevant for an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.

There are no immediate Equality Implications. .We are asking for Cabinet’s agreement to service notice from ERW by the 31 August 2021. There will be no immediate change to service delivery from a service users perspective and any changes will be subject to a separate EIA .

Section 2

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email – no electronic signatures or paper copies are needed.

Screening completed by:
Name: Rhian Millar
Job title: Access to Services Manager
Date: 9 February 2021.

Approval by Head of Service:
Name: Helen Morgan-Rees
Position: Director of Education
Date: 9 February 2021.

Please return the completed form to accesstoservices@swansea.gov.uk

Councillor Emlyn Dole
Chair
ERW Joint Committee
C/o Leader's Office
Carmarthenshire Council
19 March 2021

Dear Emlyn

I am writing formally to give notice of Swansea Council's intention to defer notice of withdrawal from ERW from 31 March 2021, under Clause 15.1 of the Joint Committee Agreement dated 16 July 2014, to 31 August 2021.

We have identified a number of challenges in meeting the timelines indicated to the Joint Committee on 13 November 2020. Our preferred option on 13 November 2020 was option 1 where a new regional arrangement would commence on 1 April 2021. Realistically, a new arrangement is likely to commence on 1 September 2021. In order to allow more time to fully consider alternative regional arrangements, we wish to withdraw from ERW at the end of the academic year.

The main challenges for moving towards new regional arrangements include:

- Reaching mutual understanding of Welsh Governments expectations on future regional arrangements;
- Uncertainty on the future footprint of a new consortium arrangements; and
- Understanding the complex implications of change spanning two organisations.

We have concluded that more time is required to work towards a new footprint and model for regional school improvement.

Please be assured we will work collaboratively with all the other local authorities involved to ensure a smooth transition to a new footprint and model.

We will also continue to work to ensure that the current support given to schools across the ERW region continues for the remainder of the academic year 2020-2021.

I am also sending copies of this letter to the Leaders of Ceredigion, Pembrokeshire and Powys.

Yours sincerely

Councillor Rob Stewart
Leader of Swansea Council

Education Scrutiny Performance Panel Work Programme 2020/2021

All meetings will be held remotely using Teams for foreseeable future

Date	Items to be discussed	Who
Meeting 1 22 Oct 2020	<ol style="list-style-type: none"> Update on implications and the recovery plan resulting from the impact of Covid-19 in Education and Schools (<i>cont'd from meeting in July</i>) Update on the key issues affecting Education more widely Planning the rest of the Council year in Education Scrutiny – Draft Work Programme (for discussion by Panel) 	Cllr J Raynor H Morgan Rees Panel
Meeting 2 19 Nov 2020	<ol style="list-style-type: none"> School 1 – Waun Wen Primary School (<i>part of panels watching brief on Wellbeing in Schools and was on work programme for March 2020</i>). How the school meets the needs of their most vulnerable pupils, the challenges they face and what they do to meet/mitigate those challenges including through the Covid-19 crisis. Elective Home Education 	Headteacher Ms C Nicklin Cllr J Raynor H Morgan Rees Kate Phillips
Meeting 3 17 Dec 2020	<ol style="list-style-type: none"> Swansea Skills Partnership Update – Education and Schools recovery from Covid Annual Audit of Schools (<i>for information item</i>) 	Members of Partnership Cllr J Raynor H Morgan Rees
Meeting 4 21 Jan 2021	Update – Education and Schools recovery from Covid	Cllr J Raynor H Morgan Rees
Meeting 5 16 Feb 2021	Annual Budget as it relates to Educations matters (using Cabinet budget papers) <i>Annual item</i>	Cllr J Raynor H Morgan Rees
Meeting 6 18 Mar 2021	<ol style="list-style-type: none"> Blended and Remote Learning Feedback – pupils from Bishopston Primary School Education and Schools recovery from Covid – Verbal Update PDG summary of spend to support vulnerable pupils (<i>Annual item</i>) Regional Education Improvement Service (ERW) – Update 	Pupils/Headteacher Cllr J Raynor Damien Beech H Morgan Rees
Meeting 7 22 Apr 2021	<ol style="list-style-type: none"> Additional Learning Needs Reform and implementation (<i>watching brief item</i>) New Curriculum update including progress with implementation (<i>watching brief item</i>) Estyn Report and Letter – Education Response to the Pandemic 	Cllr J Raynor H Morgan Rees
Meeting 8 13 May 2021	<ol style="list-style-type: none"> Education Other Than At Schools Update (EOTAS), including progress with new provision (meeting to be added for May 2021) Update 21st Century Schools Programme 	Headteacher PRU Cllr J Raynor H Morgan Rees

To be rescheduled: Penyrheol Comprehensive School (Discuss school performance), **Morryston Secondary School** (Discuss school improvement following Estyn Monitoring) and Behaviour Strategy and how associated delegated spend to schools has been used.