

Appendix 1

Cabinet Member for Education Improvement, Learning & Skills (Councillor Jennifer Raynor) Portfolio Responsibilities	Lead Officer	Notable activities and achievements, and improvement / impact made.	Hope to achieve over the coming months and challenges including key decisions expected to take to cabinet over the next year.	Views about whether there is any issues relevant to the portfolio where Cabinet Members would welcome scrutiny, not otherwise covered in the work programme.	Impact of Well-being of Future Generations Act – impact on your work / decisions e.g. focus on long-term thinking, collaboration / involvement.	Public Services Board (PSB) – relationship with the work of the PSB; how the PSB impacts on the portfolio and how it is making a difference.
21st Century Schools Programme	BR/LHE	<p><u>YGG Tan-y-lan</u> Relocated site identified and supported by Cabinet. Working with Housing to align proposed regeneration of the area. Consultants appointed, design ongoing, site surveys ongoing. Statutory consultation process underway.</p>	<p><u>YGG Tan-y-lan</u> Working towards planning application December 2018. SOC/OBC business case to be submitted to WG Autumn 2018. Agreements in relation to potential POE and appropriation of land from HRA. All subject to outcome of site surveys and statutory consultation process.</p>	<p>Will be scrutinised as a matter of course as firm proposals are developed.</p>	<p><u>YGG Tan-y-lan</u> Collaborative work with Housing. Supporting regeneration of the preferred site (Beaconsview Road and hill View Crescent in Clase). Very long term coherent and consistent strategy beyond the Band B focus of 2026.</p>	<p>No direct relationship.</p>

		<p><u>Pentrehafod Comprehensive</u> Handover of phase four (the final phase of the refurbishment programme) due 16/11/18. STEM engagement – numerous sessions have taken place including interactive sessions on design and building of new schools. Morgan Sindall have undertaken work to upgrade the kitchen in the Hafod Community Centre.</p>	<p><u>Pentrehafod Comprehensive</u> 3G planning application due to be submitted w/c 17/09/18. 3G proposed start on site November 2018. 3G proposed end date February 2019.</p> <p><u>Bishopston Comprehensive</u> FPR7 Report and Tender evaluation report for submission to Cabinet December 2018. Statutory Consultation process to commence February 2019. Planning Application due to be submitted September 2019. FPR7 Stage 2 Report to be submitted to Cabinet December 2019. Anticipated start on site March 2019.</p> <p><u>YG Gwyr</u> Consideration of OBC by WG BCSG and Capital Panel from February 2019-March 2019.</p>			
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		<p><u>YGG Tirdeunaw</u> Statutory consultation process underway.</p> <p>In principle WG approval to Band B submission which also includes indicative figures for later funding bands.</p>	<p>EOTAS FBC by WG Capital Panel 24/10/2018. <u>YGG Tirdeunaw</u> March 2019- Tirdeunaw Statutory Consultation outcome.</p> <p>Further development of priority investment needs beyond Band B.</p>			
Apprenticeships lead	MN	<p>CBS completed its annual apprentice recruitment drive, facilitated via engagement with agencies such as social media outlets, Colleges, Careers Wales Evening post and Job centre plus etc., culminating in the following outcomes:</p> <ul style="list-style-type: none"> • 14th year on year recruitment • 15 apprentices placed • 4% overall female representation • 3 LAC secured Apprenticeships • Total of apprentice training within the year 17/18 = 55 	<p>Future aspirations of CBS apprenticeship programme see the focus on professional apprentices and innovation as 2 key areas of development. Recruitment options are currently being explored to place 2 professional apprentices within Technical disciplines and will be expanded upon over the coming year once pathways have been established. Areas of concern for future capacities are already highlighting the need for Quantity Surveyors,</p>		<p>CBS apprentice recruitment is driven by 2 key elements age profiling and forecasted business continuity. Both elements are fed into succession planning for outcome. CBS continue to collaborate with CYFLE shared apprenticeship scheme, which will assist with peak demands and Technical apprenticeship routes.</p> <p>All Service Areas are included in the Apprenticeship and</p>	No direct relationship.

		<ul style="list-style-type: none"> Total % of tradespersons replaced by qualified apprentices approx. 35% <p>Corporate Apprenticeship and Training Programme The scheme is in its second year, having been formally adopted in March 2017. The aim is to create apprenticeships and work experience opportunities throughout the Council, coordinating centrally. Links with employability organisations and creating opportunities for unemployed, NEETS etc. The following outcomes have been achieved since its inception:</p> <ul style="list-style-type: none"> New apprenticeships (excluding CBS): 15 Work Experience Opportunities: 17 	<p>Estimators and Designers.</p> <p>Two guidance documents for managers - apprenticeships and work experience, will be issued following final agreement with Trade Unions. These will contain the remuneration policy.</p> <p>Apprenticeship courses at entry level are mainstream, provided by Colleges and other training providers through Welsh Government funding at no cost to the Council.</p> <p>Concerns with the availability of higher level apprenticeships, which have only been established in three sectors.</p> <p>The Council desire to grow our own in occupations which are specific, eg estates surveyor, building regulations, landscape</p>		<p>Work Experience Policy. Co-ordinating centrally by the Beyond Bricks and Mortar team means there is a direct link to the network of employability partners in the County, all moving their clients closer to the workplace, through training and support.</p>	
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			<p>architect mean there are few courses to choose from and as yet no means of recouping any funding from the Apprenticeship Levy, which the Council is paying into. Pursuing with Regional Learning Partnership.</p>			
Band B scoping and delivery	BR/LH-E	<p><u>YGG Tan-y-lan / YGG Tirdeunaw / Bishopston Comp / YG Gwyr</u> As contained above.</p> <p><u>Special Schools</u> Options paper reviewed and redrafted following MIM announcement.</p> <p>Overall Band B funding envelope of almost £150m approved in principle by WG. Considerable work to develop detailed business cases and progress early investment priorities.</p>	<p><u>YGG Tan-y-lan / YGG Tirdeunaw / Bishopston Comp / YG Gwyr</u> As contained above.</p> <p><u>Special Schools</u> Options paper to be reviewed and added to for proposed informal workshop to identify preferred way forward.</p> <p><u>YG Bryntawe</u> October/November 2018 – YG Bryntawe pre-construction fees and scope of works to be agreed. Extensive external maintenance issues are landlord responsibility presenting business continuity risk. Decision required</p>	Initial submission scrutinised and specific schemes will be scrutinised as a matter of course.	<p><u>YGG Tan-y-lan</u> As contained above</p> <p><u>Special Schools</u> Work will be collaborative with Social Services and Health to support improved facilities for existing and future pupils and families.</p> <p>Long term in its nature with Band B focus to 2026 as part of a continuing countywide strategy.</p>	No direct relationship.

			whether to (at risk) draw don against the Authority's allocated 50% funding ahead of WG SOC/OBC approval. Continuing to develop detailed scheme specific business cases for access to WG funding.			
Catchment review	BR/KS	Current statutory consultation on changes affecting Welsh medium sector.	Completion of consultation on Welsh-medium proposals and continuing review of English medium catchments and demand for places.	Existing proposals scrutinised as will be any further proposals as they are developed.	Very long term in focus with an extended implementation timescale for any changes, protecting existing pupils.	No direct relationship.
City of Learning - Member of UNESCO COL steering group	AF/RM	A Learning Event is planned in 2019 based on a similar event in Cork, Eire.	Continue to work to ensure regional working benefits Swansea.	Proposals will be scrutinised as will be any further proposals as they are developed.	Work will be collaborative with local education providers to support pupils and families.	No direct relationship.
Education Charter	CS	This did not progress due to a further review of education priorities.	No plans to develop this.			No direct relationship.
Education Regional Working (ERW)	NW	Discussions continue to enhance the model and governance arrangements.	Continue to work to ensure regional working benefits Swansea.	Proposals will be scrutinised as will be any further proposals as they are developed.	Work will be collaborative with local education providers to support pupils and families.	No direct relationship.

Education Services from 5 to 19	NW	A review of the senior management structure resulted in the appointment of a Director of Education with three Head of Service.	A further review of the senior management structure will take place during the financial year 2019-2020.	Any changes will be scrutinised as proposals are developed.	Work will be collaborative with local education providers to support pupils and families.	No direct relationship.
Further Education	NW	Link have been strengthened with the setting up Partneriaeth Sgilau Abertawe /Swansea Skills Partnership	The partnership will meet regularly	Any changes will be scrutinised as proposals are developed.	To identify and further develop cohesive opportunities for Swansea learner in the short and medium term.	No direct relationship.
Inclusion & Learner Support	MS	<p><u>Special Schools</u> As contained above. Working with existing special schools to support improving facilities for pupils.</p> <p>Re-structuring of the Ethnic Minority Achievement Unit (EMAU) which required significant engagement with staff, schools, minority ethnic communities and other LAs.</p> <p>Re-structuring of ALNU in line with ALNET Act 2018.</p> <p>Significant progress on the development of</p>	<p><u>Special Schools</u> As contained above. Design progress for improved facilities in Ysgol Crug Glas.</p> <p><u>New builds and refurb & remodelling projects</u> Proposals for YGG Tan-y-lan / YGG Tirdeunaw to be fully accessible. Improved accessibility for Bishopston Comp and YG Gwyr.</p> <p>ALN Strategy</p> <p>ALN Implementation Plan</p> <p>Well-being Strategy</p>	<p>Tribunals and statutory PIs.</p> <p>Special school and STF provision.</p> <p>Education in independent sector for learners with ALN.</p> <p>Transport</p>	<p>Possible links with other LA's and Social Services.</p> <p>Wellbeing of Future Generations Act is integral to the development of both the Well-being Strategy and ALN Strategy as both are about implementing sustainable ways of working to meet the needs of vulnerable learners in the future through increased joint working with social services and health.</p> <p>They are grounded in co-productive ways of</p>	The Well-being Strategy links to the PSB's Swansea's local well-being strategy. It is also related to the ALN Strategy particularly in relation to early years.

		<p>the new site for Swansea PRU.</p> <p>Progress on development of Well-being Strategy and Behaviour Policy/Strategy.</p> <p>Engagement events delivered around the ALNET Act 2018.</p>	<p>Swansea PRU build to start.</p> <p>Implementation of EMAU re-structure.</p>		<p>working at both the strategic/ systemic levels as well as informing individual practice with users. They require the LA to set up statutory processes for providing information and advice as well as increasing access to participation and engagement.</p>	
Sustainable Swansea	NJW/BR	<p>LDP work and Statutory Consultations for sustainable schools (right size in the right location).</p> <p>One Education Budget strategy continues to be delivered, working constructively through the School Budget Forum.</p>	<p>Continuing scrutiny of services to support current budget process – significant savings only possible with impact on school delegated budgets through further real terms cuts.</p>	<p>As part of corporate budget process.</p>	<p>Cross department working towards sustainable places to live, to work and for education.</p> <p>Increasingly challenging to maintain a sustainable education service and risk of short term cuts with longer term consequences and costs.</p>	<p>No direct relationship.</p>
NEETS Prevention (lead)	RM/NW	<p>The NEET Board oversees co-ordination and sustains a whole 'Swansea' approach.</p>	<p>Review membership and terms of reference of the NEET Board. We will develop an enhanced action focussed and prevention focussed partnership.</p>	<p>Any changes will be scrutinised as proposals are developed.</p>	<p>Cross department working towards clear goals and targets.</p>	<p>Clear links to the PSB's Swansea's local well-being strategy.</p>

<p>Quality in Education (QEd) Programme</p>	<p>BR</p>	<p>Band B submission and approval. RICS submission and approval. Flying Start capital grants approved. WM capital grant submitted pending approvals. Free Childcare Grant-EOI submitted and approved for next stage-business case submission- Education supporting Early Years with submission.</p> <p>As above for 21st Century Schools Programme but fundamentally about maintaining a sustainable educational service, particularly in terms of the organisation of school places and facilities. Current statutory consultations on latest proposals.</p>	<p>Progression of early Band B projects as per programme. EFP/Corporate Briefing/Cabinet Reports and submission of business cases. Projects tendered and work progressed. Approval of grant applications and business case submissions by WG.</p> <p>Further focus on pressure points within the education system and the available funding to address the actions required.</p>	<p>As a matter of course as firm proposals are developed and consulted upon.</p>	<p>Working with schools to improve learning environments. Cross department collaboration, working towards improving outcomes for children and families in deprived areas. Cross department collaboration, working towards improving outcomes for children and families. Working with schools and CB&PS towards improving learning environments, increasing WM places and childcare opportunities to encourage WM uptake.</p> <p>Seeking to maintain a sustainable education service model against increasingly challenging financial context.</p>	<p>No direct relationship.</p>
<p>Readiness for work lead</p>	<p>RM/NW</p>			<p>Any changes will be scrutinised as proposals are developed.</p>	<p>Work will be collaborative with local education providers to support pupils and families.</p>	<p>Clear links to the PSB's Swansea's local well-being strategy.</p>

Regional Workforce Planning & Skills development	CS/NW	Link have been strengthened with the setting up Partneriaeth Sgilau Abertawe /Swansea Skills Partnership. An Education Skills Co-ordinator has been appointed.			Collaboration, working towards improving outcomes for children and families in deprived areas. Cross department working towards clear goals and targets.	Clear links to the PSB's Swansea's local well-being strategy. Stakeholders work to ensure that relevant objectives of the PSB, such as children are safe and develop to their full potential, are fulfilled.
Schools Estate Planning & Resources Planning	BR/KS/LH-E	Planning of school estate considered above as part of QEd programme with consistent prioritisation of available annual structural maintenance for schools to manage day to day premises matters with Facilities Management. Resources planning as for sustainable Swansea area above.	Further development of clear guidance to schools on maintenance priority needs informed by updated condition surveys and wider technical advice.	Scrutiny as part of wider corporate property and annual structural maintenance programme.	Longer term focus with increasingly planned annual maintenance programme with less reactive works. Risk of short termism of some schools with longer term consequences for Council in terms of capital costs and liabilities.	No direct relationship.

<p>School Improvement</p>	<p>HMR (RD/SE)</p>	<p>Lonlas Estyn inspection commences 24/09/2018 – any particular outcomes and linkages with new school accommodation to be further reported.</p> <p>Successful challenge adviser recruitment has strengthened the primary and secondary phase teams.</p> <p>Improved categorisation profile – higher proportion of green/yellow schools, reduced number of amber schools. Strong external outcomes relative to Wales and other similar LAs at key stage 4.</p> <p>Estyn inspections are strong in primary, secondary and special sectors. Most core inspections have been good or excellent. Schools that have been in follow-up have</p>	<p>Support new challenge advisers into their roles.</p> <p>Deliver ERW’s menu of support to meet the needs of Swansea.</p> <p>Target the main areas for development Swansea.</p> <p>Improve efsm outcomes Improve boys’ outcomes.</p> <p>Raise profile of STEM subjects.</p> <p>Support schools with changes to self-evaluation & improvement (Estyn/OECD framework) Support schools with curriculum reform Support schools to develop as SLOs (Schools as Learning Organisations).</p>	<p>Efficacy of ERW needs to be considered.</p> <p>The Council needs to ensure ERW delivers value for money for Swansea and does not impede or hinder progress.</p>	<p>WG and ERW strategies promote WoFG principles, such as wellbeing, collaboration and integration. These are promoted through the work of school improvement officers.</p> <p>Too early to suggest impact.</p>	<p>School improvement officers are aware of the PSB and its aims.</p> <p>Schools and school improvement officers work to ensure that relevant objectives of the PSB, such as children are safe and develop to their full potential, are fulfilled.</p>
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		been removed (e.g. Morryston, Crug Glas). “Effective practice” case studies have been identified and are shared on Estyn’s website (e.g. Craigfelen, Olchfa).				
Schools' Organisation & Performance	BS/NW	From school standards perspective – planning of places already covered.				Schools and school improvement officers work to ensure that relevant objectives of the PSB, such as children are safe and develop to their full potential, are fulfilled.
Skills & Talent project (City Deal)	MN/NW	Not City Deal, but s106 for education learning opportunities from Abergelli Power Station.	Support from Education – effectiveness to work with agent to maximise learning opportunities.		Working with agent for power station to provide learning opportunities for all schools and possible community project.	Stakeholders work to ensure that relevant objectives of the PSB, such as children are safe and develop to their full potential, are fulfilled.