

Agenda



Performance Scrutiny Committee - People

Date: Tuesday, 25 June 2019

Time: 10.00 am

Venue: Committee Room 1 - Civic Centre

To: Councillors D Williams (Chair), J Cleverly, K Critchley, R Hayat, H Thomas, C Townsend, J Watkins, T Watkins, J Richards and S Marshall

Co-opted Members

Paul Bennett (Catholic Church in Wales), Dr Annette Daly (Church in Wales Representative), Vacancy (Parent Governor Representative) and Vacancy (Parent Governor Representative)

Item

- 1 Apologies
- 2 Declarations of Interest
- 3 2018 / 2019 End of Year Service Plan Review (Pages 3 - 54)
 - a) Children and Young Peoples Services
 - b) Education
- 4 Conclusions of Committee Reports

Following the completion of the Committee reports, the Committee will be asked to formalise its conclusions, recommendations and comments on previous items for actioning.

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Scrutiny Report

Performance Scrutiny Committee – People

Part 1

Date: 25 June 2019

Subject End of Year Service Plan Review: Children and Young People Services and Education

Author Scrutiny Adviser

The following people have been invited to attend for this item:

Invitee:	Area / Role / Subject	Pages
Paul Cockeram	Cabinet Member for Social Services	9 - 26
Sally Anne Jenkins	Head of Children and Young Peoples Services	9 - 26
Gail Giles	Cabinet Member for Education	27 – 53
Sarah Morgan	Chief Education Officer	27 – 53
James Harris	Strategic Director – People	9 - 53

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

- 1.1 The Committee is asked to consider and evaluate the following Service Plan Review for Adults and Community Services which include: Executive Summary; Analysis of Performance; Performance Measures, and; Finance, and are attached as:
- **Appendix 1** – Children and Young Peoples
 - **Appendix 2** – Education
- 1.2 To consider if it wishes to make comment on the Service Area performance to Cabinet.

2 Context

Background

- 2.1 Each Service Area has set a Service Plan for 2018-22 including:
- Service Plan Objectives;
 - Planned Actions for each Objective for this year and subsequent years for the life of the plan.
 - Performance Indicators; which include National and Locally set performance measures.
 - Resources and Risk
- 2.2 The Service Plans were approved by the relevant Cabinet Member, following the usual Member consultation process. This report presents Members with the End of Year Reviews for each Service Plan and Appendices for:
- Children and Young People Services (**Appendix 1**)
 - Education (**Appendix 2**)
- 2.3 The Committee's comments and recommendations from the mid-year review of the service plans are outlined below;

Conclusions upon the 2018/19 Service Plan Mid-Year Review from 26 November 2018 and 4 December 2018

The Committee noted the mid-year service plan review and agreed to forward the minutes to the Cabinet as a summary of the issues raised.

The Committee wished to make the following comments to the Cabinet:

1. There needed to be more information included in the update for each action. This information should have included the deadline the Service Area intended to complete the Objective/Action by, and how it was related to the five year Corporate Plan and its Commitments.
2. References to new or developing work streams (Arrow project) to be explained to provide context to the updates in the report. As well as all acronyms being preceded by the full title and acronym in brackets.

The Committee made the following comments and recommendations relating to the Children and Young Peoples Services Mid-Year Review;

1. It was noted that the Cabinet Member for Social Services invited Members of the Committee to visit the new residential home for young people before the first young people moved in.

Links to these reports and minutes are included in the Background Papers Section 8 at the end of this report for Members of the Committee.

3 Information Submitted to the Committee

3.1 The following Service Plan End of Year Reviews including: Executive Summary; Analysis of Performance, Performance Measures, and Finance, are attached as:

- **Appendix 1** – Children and Young Peoples Services
- **Appendix 2** – Education

Executive Summary	The Executive Summary of the Cabinet Member / Head of Service is provided as an Overview at the beginning of each Service Area's Mid-Year Review and includes graph summarising the progress against actions and a Budget Forecast Position.
Analysis of Performance	<p>The Analysis of Performance includes each Service Plan's Objectives, the Corporate Plan Objective they support and an update upon the actions planned for each for 2018-19. Performance of the Actions is ranked using the following:</p> <ul style="list-style-type: none"> • Green - Complete • Blue - In Progress • Grey - To be commenced
Performance Measures	<p>The National Measures are set by the Welsh Government and used to compare and benchmark performance with other Local Authorities in Wales. Some of the measures are reported monthly, quarterly or half yearly, while some are annual measures reported at the end of the year. This report is for Performance at the Mid-Year point, up to the end of September 2018. Performance of the Measures is ranked using the following:</p> <ul style="list-style-type: none"> • Green - On target • Amber - Short of Target (15% Tolerance) • Red - Off Target (Over 15% Tolerance#0
Finance and Resource Analysis	Financial Analysis is provided at the year end point, for each Service Area and includes: the Overall Net Position; a graph forecasting the Delivery of the Medium Term Revenue Plan Savings for 2018-19, and; a Summary Revenue Budget Position, together with Employee / Human Resource Analysis.

4. Suggested Areas of Focus

4.1 Role of the Committee

The role of the Committee in considering the report is to:

Assess and make comment on:

- **Performance against targets** - The performance of the service area over the last 12 months;
 - **Underperformance / overspends** - Mitigation of risks where the service area is outside the targets;
 - Plans and actions to address underperformance within next year's plan;
 - Presentation of the information to enable Scrutiny to undertake its role.
- In drawing its conclusions, the Committee should assess:
 - What was the overall conclusion on the information contained within the reports?
 - Is the Committee satisfied that it has had all of the relevant information to base a conclusion on the performance of the Service Area at the Year-End point?
 - Does any area require a more in-depth review by the Committee?
 - Does the Committee wish to make any Comments / Recommendations to the Cabinet?

4.2 Key Questions:

- Analyse the Service Plan Year-End Reviews and Evaluate how well Service Areas performed in the 2018-19 financial year against the objectives, actions and performance measures in their service plans;
- Are targets sufficiently challenging and balanced between being realistic and robust?
- Is any underperformance being addressed and associated risks being mitigated?
- What is being done to improve performance for this financial year?
- Are there any barriers to improving performance of objectives, actions and performance measures in the Service Plans?
- Is the Service Area on target with its budget? If not what mitigations are planned to reduce overspends in this financial year?
- Has the Service Area met the delivery of its MTRP savings for 2018-19? If not, what actions are planned to deliver them early within this financial year?

Well-being of Future Generation (Wales) Act

The Committees consideration of the service plans and the performance of the service areas should consider how services are maximising their contribution to the five ways of working:

5 Ways of Working	Types of Questions to consider:
Long-term The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.	Are there any long term trends that will impact your service area? How will the needs of your service users potentially change in the future?
Prevention Prevent problems occurring or getting worse.	What issues are facing your service users at the moment? How are you addressing these issues to prevent a future problem? Is any underperformance being addressed and associated risks being mitigated and prevented?
Integration Considering how public bodies' wellbeing objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	Are there any other organisations providing similar / complementary services? How does the Council's performance within this service area impact upon the services of other public bodies and their objectives?
Collaboration Acting in collaboration with any other person (or different parts of the organisation itself).	Who have you been working with to deliver these services? How are you co-working with other sectors? How are you using the knowledge / information / good practice of others to inform / influence the Council's work?
Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.	How have you sought the views of those who are impacted by your service area? How have you taken into account the diverse communities in your decision making?

Section B – Supporting Information

5 Links to Council Policies and Priorities

- 5.1 The Service End of Year Reviews directly link with: the Council's Well-being Objectives agreed by Cabinet in March 2017 which aim to maximise the Council's contribution to the Well-being Goals for Wales; the 2017-22 Corporate Plan Objectives, and; the 2018-22 Service Plan Objectives, Actions and Performance Measures. The Service Plan Objectives link to the Authority's Corporate Plan Objectives and Well-being Objectives below:

Well-being Objectives	Promote economic growth and regeneration whilst protecting the environment	Improve skills, educational outcomes & employment opportunities	Enable people to be healthy, independent & resilient	Build cohesive & sustainable communities
Corporate Plan Commitments	Thriving City	Aspirational People		Resilient Communities
Supporting Function	Modernised Council			

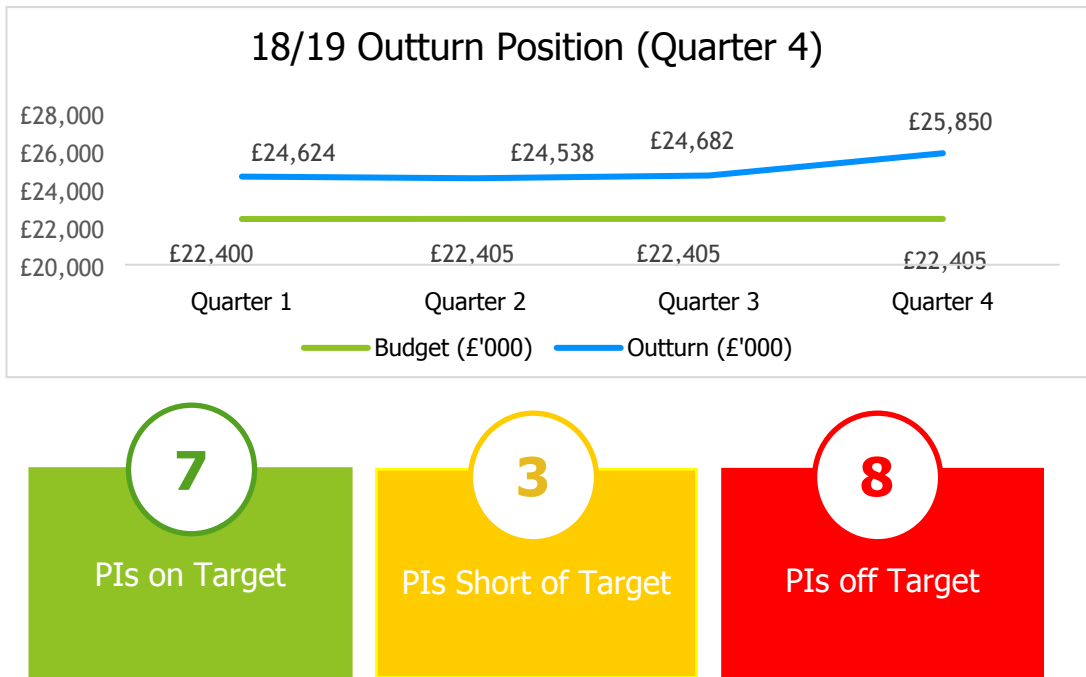
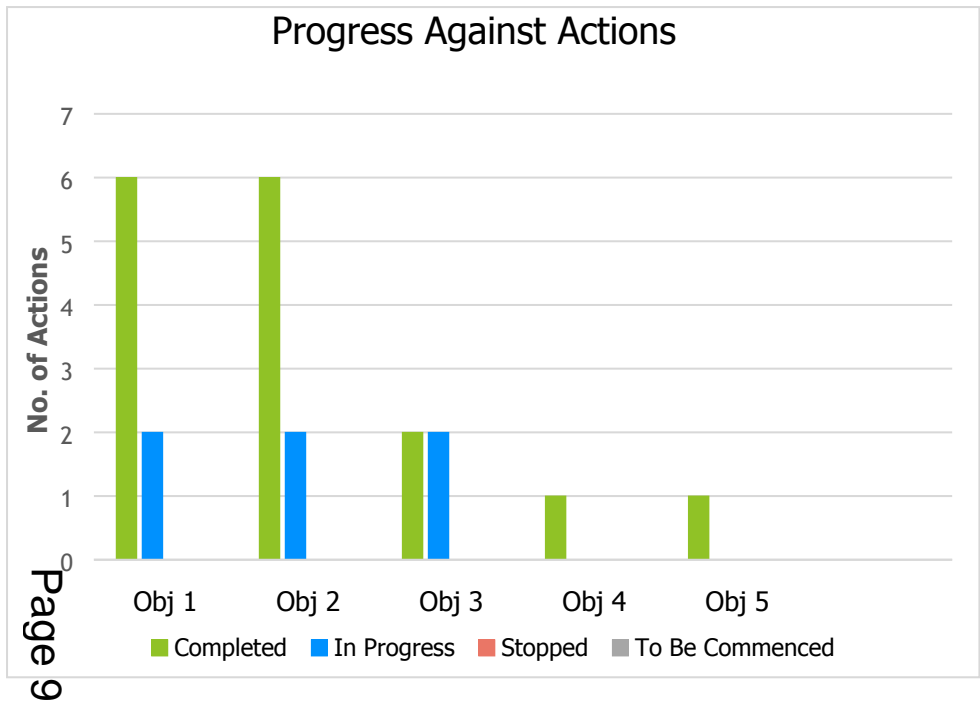
7. Background Papers

Include all additional documents that are referenced in the report, and those that you have used as background reading. Hyperlink to online versions of them if available.

- PSC – People meeting held on the [4 December 2018](#)
- PSC – People Meeting held on the [26 November 2018](#)
- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017 - 2018](#)

Report Completed: June 2019

Children & Young People Services End of Year Review 2018/19



Executive Summary

Children’s Services continues to deliver the full range of statutory services required. This year has been another immensely busy year. Towards the end of the year a complete management team improved the capacity to undertake important shifts to improve practice and to restructure in line with external changes. These changes will largely have been implemented by the end of 2019. The successes of 2018/19 include positive morale and very few vacancies despite a backdrop of very high demand and complex cases; the establishing of the Family and Friends team; the launch of the Family Group Conferencing service; the opening of Rose Cottage; the increased services in Preventions.

Children & Young People Services, Analysis of Performance

Objective 1			Preventative services to support children to safely remain with their families			
Description			Prevention and early intervention are key drivers in the SSWA. Working with families with a strengths based model is an integral part of working in partnership with families to achieve their goals and ensure they build the resilience to support their children safely and meet their aspirations without access to specialist services.			
Corporate Plan Objective(s)			Well-being Objective 3 – To enable people to be healthy, independent and resilient Aspirational People Resilient Communities			
Mid-Year Action Status			2/8 - Complete	4/8 – In Progress	0/8 - Stopped	2/8 – To be commenced
End of Year Action Status			6/8 - Complete	2/8 – In Progress	0/8 - Stopped	0/8 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 10 1.01	The Newport Safeguarding Hub went live in February in 2018. The Hub is a pilot being undertaken on behalf of the 5 Gwent LAs, Police and Health.	In Progress	Complete	01/04/2018	31/03/2019	The work to fully establish the Hub continued throughout 2018 and into 2019. The Hub is part of a regional pilot. For Newport the Hub is now established as the front door for services with partners from all key agencies already now in the Hub or in negotiation. There have been and continue to be challenges particularly in relation to the volume of work. The most recent addition of the Early Action staff will give an indication of how further improvement could be embedded in the future. Regional discussions continue but for Newport it is clear that to move to a regional model would be ineffective. The full commitment of partners continues to be key to the success of the Hub.
1.02	Embed the management changes of the past year in the Preventions Service. Embed awareness of the changes brought by the joining with Primary Mental Health.	Complete	Complete	01/04/2018	30/09/2018	Preventions has continued to grow throughout the year. Over the course of the year not only has the Primary Mental Health work been embedded but more recently the SPACE coordinator has taken up their role so Child & Adolescence Mental Health Service (CAMHS) referrals also now go through the weekly allocations meetings. The Early Action posts and the step down services while showing very early signs of high take up will need monitoring for the early part of this year. The rate of referrals continues to grow and this does pose challenges to the services to meet need without a waiting list.
1.03	Develop the specifications for the coming phase of the strategic partnership	In Progress	Complete	01/04/2018	31/03/2019	Service specification revised and agreed. New contract signed. Monitoring and evaluation in place. Some services have been ended most notably group work. Newly developed Family Group Conferencing and Born into Care provision is based with

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Page 11	with Barnardo's including an analysis of recent increases in the numbers of children becoming looked after.					Barnardo's. Family Group Conferences (FGCs) have had strong take up and are already proving to be a very welcome addition to services to support families and avoid children becoming looked after. Monthly monitoring of all work is in place including quantitative and qualitative and review. Work across staff from the partnership and the social work teams has been enhanced to improve communication and joint working.
	1.04 Reflect Develop the evaluation for beyond 18/19. Refine the models. Evidence the national development programme for models across Wales.	Complete	Complete	01/04/2018	30/09/2018	Work is now fully embedded and established. Service has high referral rates from Newport and very strong buy in from all relevant agencies.
	1.05 Integrated Family Support Team (IFST) Put in place the redesigned reporting framework to ensure compliance with Part 9 of the SSWA. Lead for Gwent to collate the data for six monthly submission.	To Be Commenced	Complete	01/10/2018	31/03/2019	Integrated Family Support Team (IFST) has been dismantled with all work being absorbed within the Barnardo's partnership. There has been no diminution of service. The revised reporting framework is still awaited from Welsh Government.
1.06	Children with Additional Needs Support (CANS)	In progress	In progress	01/04/2018	31/03/2020	There has been no additional resourcing for CANS. However, the transformation fund will be rolling out the FIT provision which has previously been run in Caerphilly. Work will be completed in the

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Page 12	The CANS provision is very well received and can evidence good outcomes. It has contributed to a reduction in referrals to DCT. The CANS provision is not resourced in a way to meet the need. Explore increased resourcing.					first half of 2019/20 to consider how CANS and FIT might work together and complement delivery.
	1.07 Disabled Children's Strategy –the current services for disabled children are spread across the Council. The services are not joined up and accessing service is described as complicated by parents.	To be Commenced	In progress	01/10/2018	31/03/2020	Oaklands is currently being remodelled with capital funding from ICF. This work will be completed over the summer and will then give us the springboard to more widely consider the broader services. The need to provide replacement services during the Oaklands closure has drawn service capacity into provision of alternative packages hence still very much a work in progress. The learning from the alternatives will assist in considering wider support strategies.
	1.08 Rollout the Attachment and Trauma Service offered by the psychology team form ABUHB.	In Progress	Complete	01/04/2018	31/03/2019	The Attachment and Trauma team continue to work with the teams who have received their training and support. The fourth cohort will undertake the training over the summer and we will look to the next wave in the Autumn. Teams are immensely positive about the training and it underpins an ethos of trauma informed practice. This is an ongoing piece of work which will run over the coming three years.

Objective 2			Improve outcomes for children in care and care leavers			
Description			Children who become looked after and care leavers will have experienced significant early disadvantage and trauma. As children who are looked after they should benefit from corporate parenting which ensures they have access to good quality services to improve their life choices and ensure they are able to fulfil their potential. The key areas of home lives, education, health, leisure activities and transition to adulthood must be part of the corporate parenting agenda. For care leavers Hidden Ambitions published by the Children's Commissioner will underpin the actions.			
Corporate Plan Objective(s)			Well-being Objective 3 – To enable people to be healthy independent and resilient Aspirational People Resilient Communities			
Mid-Year Action Status			0/8 - Complete	8/8 – In Progress	0/8 - Stopped	0/8 – To be commenced
End of Year Action Status			6/8 - Complete	2/8 – In Progress	0/8 - Stopped	0/8 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.01	Review the current Personal Advisors service and assess the future structure in order to broaden the existing offer to care leavers.	In Progress	Complete	01/04/2018	31/03/2019	The roles have been evaluated and job descriptions redrawn. The staff have been consulted and are positive about the changes within the role. Additional staffing is being sourced by using the grant funding coming through Intermediate Care Fund (ICF) for Children's Services. The whole of Pathway have reviewed how they support older young people and are working towards improved support for teenagers. This includes a wider accommodation offer and improved training and employment choices. The St David's Day fund has been fully utilised to better support care leavers.
2.02	Increased housing options for care leavers. Currently Newport has a limited range of choices for housing for care leavers especially with a range of suitable support. This action will seek to address this gap. Work has already commenced and will continue.	In Progress	In progress	01/04/2018	31/03/2019	Along with the residential children's homes all of the 16+ accommodation is now overseen by a single service manager with a team manager structure. All accommodation has been reviewed. Some is being improved while some has been released. Additional properties have been negotiated for unaccompanied asylum seeking children aged 16+. The pathway for young homeless people has been revised and then simplified. The process now in place is clearer and ensures those picking up this work clearly understand the needs of the young people and steps required to support them. This work will be continuing throughout 2019/20.
2.03	Council tax – work with finance colleagues to establish the mechanisms for care leavers to no longer pay council tax.	In Progress	Complete	01/04/2018	31/03/2019	Newport City Council has completed this piece of work. Welsh Government has since made this a National change.

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Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.04	Development of improved choices for work experience, apprenticeships and wider employment and training options.	In Progress	In progress	01/04/2018	31/03/2020	Some work has commenced but the focus has been on accommodation. Improved choices for work experience, apprenticeships and wider employment and training options will now be the focus for 2019/20.
2.05	Review current arrangements for Matching and Placement Support (MAPS) in line with changes arising from new arrangements for fostering as a result of the regional work and National Fostering Framework (NFF).	In Progress	Complete	01/04/2018	31/03/2019	The Fostering team and MAPS have been merged. More of the direct work previously provided to children via MAPS will now be provided through the Barnardo's partnership while the support for foster carers and training will be better aligned with the role of the link workers. Commissioning are now formally assisting with the very small number of placements commissioned externally for residential care. The regional and NFF work is ongoing.
2.06	Kinship care support. As a Local Authority we have an increasing number of family care arrangements with support plans agreed with the Court. These are largely children cared for under the auspices of Special Guardianship Orders (SGOs). The current	In Progress	Complete	01/04/2018	31/03/2019	The Family and Friends team has been established initially with a shift in existing resources. The grant funding through ICF has been used to recruit additional social work posts. The team have begun by picking up viability and CPAs and most Reg 26s. Some SGO cases have now been allocated and support for some Placement with Parent cases. As the social work posts are appointed there will be an increase in the cases allocated until all kin care is with the team. In addition the template for the package of support is being developed as well as specific training for family carers. This will include a proactive position for use in court. This work will be ongoing throughout 2019/20.

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Corporate Plan Objective(s)			Well-being Objective 3 – To enable people to be healthy independent and resilient Aspirational People Resilient Communities			
Mid-Year Action Status			0/8 - Complete	8/8 – In Progress	0/8 - Stopped	0/8 – To be commenced
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Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	use of the SSWA to provide meaningful and effective support requires urgent review.					
Page 15 2.07	Corporate Parenting Strategy – the current strategy is due for review in 2018. This will include the pledges as well as an invigoration of the principles of corporate parenting. The WG guidance on corporate parenting is also being reviewed and will come out during 2018.	In progress	Complete	01/04/2018	31/03/2019	The Corporate Parenting Forum has been reinvigorated with positive and constructive meetings with strong engagement. Agendas have been wide ranging. Children and young people are working on the strategy and looking to how we provide better resources to support children when they first come into care. The Looked After Children Awards ceremony was a great event.
2.08	Rollout the Attachment and Trauma Service offered by the psychology team from Anneurin Bevan University Health Board (ABUHB).	In Progress	Complete	01/04/2018	31/03/2019	Please see previous section



Fostering 4 Newport participation at the Newport Marathon to promoting the role of the service.



Looked after Children Awards 2019

Objective 3			Ensure a range of placements are available for looked after children			
Description			Newport has a mix of in house residential services and externally commissioned services. Newport is in a very different position to most local authorities as it has 2 residential homes and 1 short breaks facility for children with disabilities. Even though Newport has in house residential resources and a good range of fostering placements there has been a need to also commission external residential and fostering provision. These placements are for a mix of children who have complex and challenging behaviours, risky behaviours and placements are children with significant disabilities. The dearth of placements has led to a very strong provider's market with generally poor outcomes for children. This work under this objective seeks to expand the in house placement provision and improve the quality of the placement offer.			
Corporate Plan Objective			Well-being Objective 3 – To enable people to be healthy independent and resilient Aspirational People Resilient Communities			
Mid-Year Action Status			0/4 - Complete	4/4 – In Progress	0/4 - Stopped	0/4 – To be commenced
End of Year Action Status			2/4 - Complete	2/4 – In Progress	0/4 - Stopped	0/4 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 17 3.01	Scope and develop a wider range of choices for placements by considering additional residential beds in new units and enhancing the recruitment strategy for foster carers. In order to fulfil this action I2S funding will support a Team Manager to work on options for placements.	In Progress	Complete	01/04/2018	31/03/2019	Rose Cottage opened in January 2019 and four children returned from Out of Area (OOA) residential care. Cambridge House and Forest Lodge have both seen over 95% occupancy. Staff have been supported by the Attachment and Trauma service. New management structures are in place which have significantly improved the support to each of their homes. ICF is supporting the remodelling of Oaklands. A further residential children's home will come on line before Christmas 2019. The feasibility study for Windmill Farm has been completed. The bid to ICF for phase 1 of the work is currently with Welsh Government having been agreed regionally. New marketing materials for fostering have been developed including a leaflet and a drive using NCC Twitter and Facebook. The fostering team are making a short promotional film. Foster 4 Newport had a very strong presence at the Newport Marathon.
3.02	Introduction of Regulation and inspection of Social Care (Wales) Act (RISCA) – in 2018/19 a new regulatory framework comes into force. In order to be	In Progress	Complete	01/04/2018	31/03/2019	All SoPs updated and successfully negotiated the RISCA changes. The new RI has been a positive development for the services.

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Corporate Plan Objective			Well-being Objective 3 – To enable people to be healthy independent and resilient Aspirational People Resilient Communities			
Mid-Year Action Status			0/4 - Complete	4/4 – In Progress	0/4 - Stopped	0/4 – To be commenced
End of Year Action Status			2/4 - Complete	2/4 – In Progress	0/4 - Stopped	0/4 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 18	fully compliant all Statements of Purpose must be reviewed and revised and the role of the <i>Responsible Individual (RI)</i> must be established.					
3.03	MAPS to road map training and support for foster carers.	In Progress	In progress	01/04/2018	31/03/2020	Please see section above discussing changes for MAPS
3.04	Complete the 4Cs placement strategy.	In Progress	In progress	01/04/2018	31/03/2020	This work will be completed in 2019/20



Rose Cottage & Windmill Farm



Objective 4			Prevent offending and re-offending by children and young people			
Description			The Youth Offending Service (YOS) is a partnership across a range of services within the Council and more widely with other agencies. The provision is laid out as key to preventing offending and reoffending by children and young people. The service offers a range of interventions and delivers against the requirements of the Youth Justice Board and the criminal justice system. The service manager for YOS and the Head of Children's Services with the Local Management Board are responsible for the delivery of the plan.			
Corporate Plan Objective			Well-being Objective 3 – To enable people to be healthy independent and resilient			
Mid-Year Action Status			0/1 - Complete	1/1 – In Progress	0/1 - Stopped	0/1 – To be commenced
End of Year Action Status			1/1 - Complete	0/1 – In Progress	0/1 - Stopped	0/1 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 19 4.01	The Youth Offending Service has to work to a plan submitted to the Youth Justice Board (YJB). This plan will be appended to the Children's Services plan and the reporting will be to the Local Management Board. Over the coming year a scoping exercise is being carried out across the five Gwent LAs to assess options for Gwent wide YOS provision. This will be reported during the course of 18/19 with a view to conclusions in the latter part of the year.	In Progress	Complete	01/04/2018	31/03/2019	The 2018/19 plan was agreed by the YJB. The 2019/20 plan is currently being agreed with the YJB. There will be a specific update on the Youth Offending Service at mid-year 2019/20.














Objective 5		Develop and promote the Children's Charter	
Description		A Children's Charter will cross all areas and ensure children's needs are considered in all services. The Charter will build on the work put in place by the Children's First developments to hear the voices of children in their hopes for the future of their city.	
Corporate Plan Objective		Aspirational People	














Mid Year Action Status			0/1 - Complete	1/1 – In Progress	0/1 - Stopped	0/1 – To be commenced
End of Year Action Status			1/1 - Complete	0/1 – In Progress	0/1 - Stopped	0/1 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
5.01	Developing the Children's Charter to outline our support for all children across the City including the specific needs of the most vulnerable children.	In Progress	Complete	01/04/2018	31/03/2019	<p>The delivery of this action was led by the Council's Policy, Partnership and Involvement team in People and Business Change. In 2018/19 the Council engaged with young people to develop Children's Charter, now known as the Young Person's Promise. The purpose of this Promise is to set a commitment to children, young people and their families when they use the Council's services and also in what they can expect the Council to be doing for them. We involved young people from all areas of Newport including the Youth Council, Newport Changing Minds, Unity, Newport Youth Service, Schools Go Girls, The Brothers and Barnardos.</p> <p>The Promise has now been endorsed by Cabinet, and a range of promises that the Council will commit to will be monitored and reported with an official launch in the summer of 2019/20.</p>








Glossary








CAHMS	Children & Adolescence Mental Health Service
CANS	Children with Additional Needs Service
FGCs	Family Group Conferences
ICF	Intermediate Care Fund
IFST	Integrated Family Support Team
MAPS	Matching & Placement Support
NFF	National Fostering Framework
OOA	Out of Area
RI	Responsible Individual
RISCA	Regulation and Inspection of Social Care (Wales) Act
SGOs	Special Guardianship Orders
YJB	Youth Justice Board

Children & Young People Services Performance Measures 2018/19

PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15% Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
National – Percentage of assessments completed for children within statutory timescales. Monthly	Objective 1	95.2%	93.2%	 90%	 91.5%	
National – Percentage of children supported to remain living within their family Monthly	Objective 1	48.8%	56.5%	 65%	 65%	This was a new measure post the SSWA. It poses some challenges as children should only be supported to remain at home if it is safe to do so and assessments will change once a family is known. The guidance for the revised performance measures should improve the position in terms of setting realistic targets.
National – Percentage of looked after children returned home from care Monthly	Objective 2	7.8%	8.1%	 13%	 10.8%	Please see above.
National – Percentage of re-registrations of children on local authority children protection registers. Monthly	Objective 2	3.8%	2.4%	 10%	 3%	
National – The average length of time for all children who were on the Child Protection Register during the year. Monthly	Objective 1	260 days	231 days	 260 days	 253.4 days	

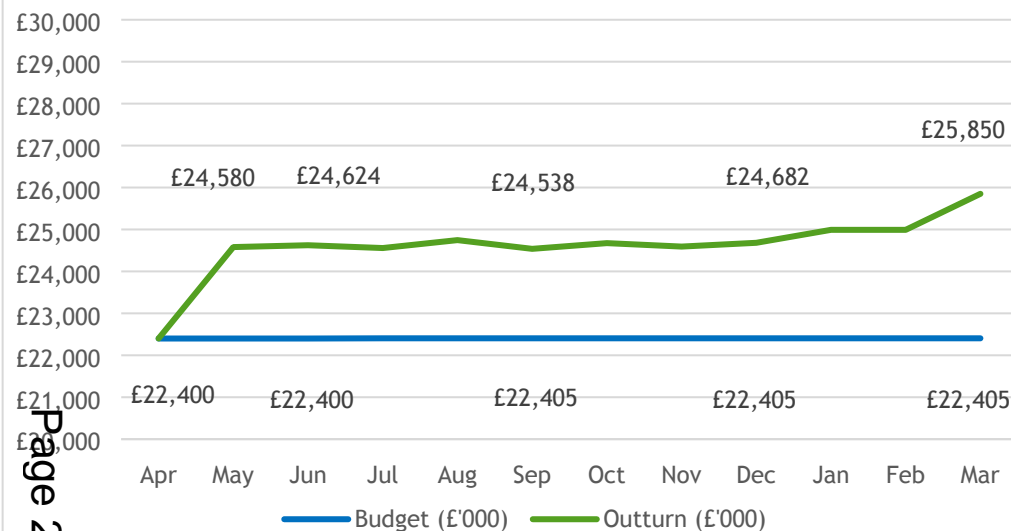
PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15%Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
National – Percentage of children seen by a dentist within 3 months of becoming looked after. Monthly	Objective 2	N/A	18.2%	20%	 12.7%	
National – Percentage of children looked after who were registered with a GP within 10 working days. Monthly	Objective 2	83.6%	79.7%	 90%	 91.9%	This target this year was bedevilled by challenges in the work with health. Some challenges mid-way through the year have now been resolved and both GP registrations and completion of LAC medicals are improving.
National – Percentage of looked after children who have had 3 or more placements Monthly	Objective 3	8%	16.5%	 9%	 8.6%	This data is being checked as it does not correlate with other submissions.
National – Percentage of looked after children who have had 1 or more changes of school. Monthly	Objective 2	N/A	8.6%	12%	 12.7%	
National – Percentage of care leavers who are in education training or employment at 12 months Monthly	Objective 2	45.9%	36.4%	 50%	 44.4%	Both of these areas continue to be a challenge. This will be a focus of work for 2019/20.
National – Percentage of care leavers who are in education training or employment at 24 months Monthly	Objective 2	45.9%	48.7%	 50%	 45.7%	

PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15% Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
National – Percentage of care leavers that have experienced homelessness during the year. Monthly	Objective 2	N/A	22%	5%	 8.5%	This relates to a small number of young people and so one or two has a large impact on the %. This includes the rare use of B and B.
National – Percentage of children achieving the core subject indicator at key stage 2 Annual	Objective 2	N/A	62.5%	60%	 59.4%	
National – Percentage of children achieving the core subject indicator at key stage 4. Annual	Objective 2	N/A	6.5%	5%	 3.3%	
Local – Number of Looked after Children Monthly	Objective 3	362	375	 325	N/A	As with much of Wales we have seen a continued rise in the numbers of looked after children. The reasons are multifactorial and include increased levels of deprivation, a risk averse local judiciary, increased numbers of UASC, a wider understanding of the impact of domestic abuse. There is a substantial body of work to try and reduce the numbers but the exogenous pressures are substantial. This is an area of substantial National scrutiny and WG requires a reduction strategy for 19/20.
Local – Number of Children on the Child Protection Register Monthly	Objective 1	130	105	N/A	N/A	There has been continued work to focus the work of the CPR and to try and ensure only children who absolutely have to be are on the CPR,
Local – Number of children subject to interim care orders	Objective 2	N/A	TBC	N/A	N/A	

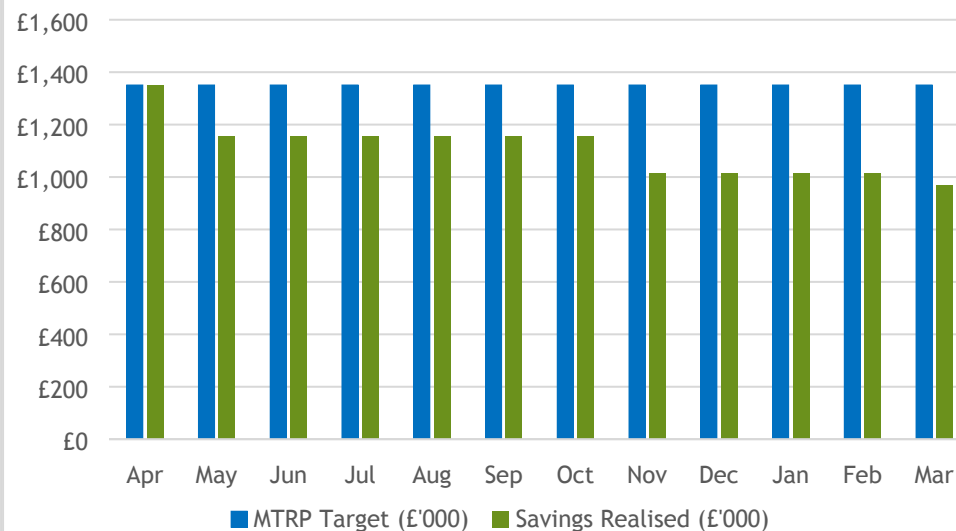
PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15%Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
Monthly						
Local – Total number of children supported by Youth Offending Service in suitable accommodation at the end of intervention.	Objective 4	88.68%	86.69%	 85%	N/A	
Quarterly						
Local – Average number of hours school aged children attend at the start of intervention.	Objective 4	17.5	0	 25	N/A	
Quarterly						
Local – Average number of hours school aged children attend at the end of intervention	Objective 4	16.5	25	 15	N/A	
Quarterly						
Local – Percentage change in average hours school aged children attend at the start & end of intervention.	Objective 4	-5.71%	0	 40%	N/A	
Quarterly						

Children & Young People Services Finance Analysis

2018/19 Overall Net Position



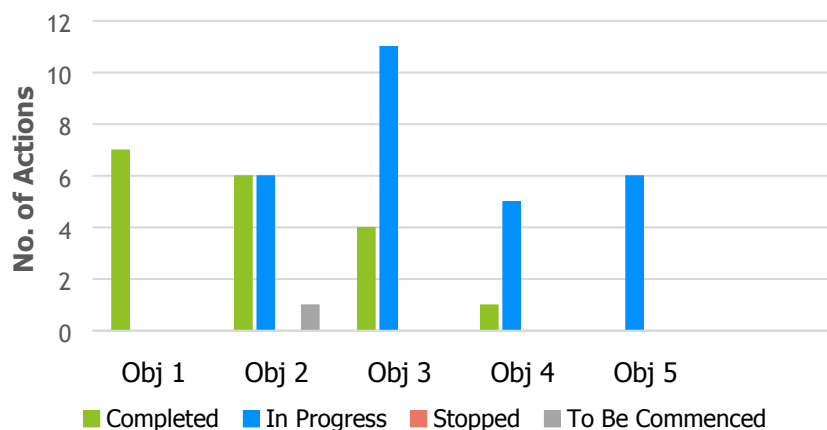
2018/19 Delivery of MTRP Savings



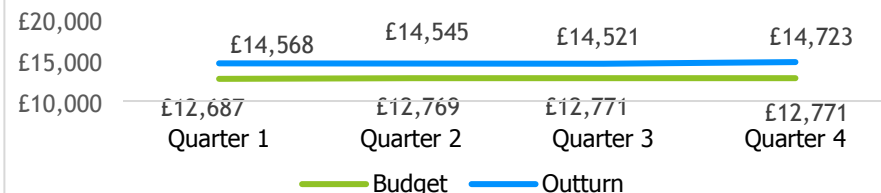
Service Area Team	Deficit / (Underspend) £'000
Safeguarding	(£20)
Youth Offending Services	(£101)
IFSS	(£13)
Operations	£76
Resources	£2,624
Other Children	£880

Education Services End of Year Review 2018/19

Progress Against Actions



18/19 Outturn Position (Quarter 4)



6

PIs on Target

4

PIs Short of Target

2

PIs off Target

Executive Summary

Education Services have reported an improved performance in a number of measures during the 2018/19 financial year and received a positive Estyn / Wales Audit Office inspection outcome in November 2018.

Summary of Achievements

1. Key Stage 2 Core Subject Indicator (CSI) performance improved slightly in 2018, with 90.7% pupils achieving the core subject indicator (CSI), 0.6 percentage points above 90.1% in 2017.
2. Key Stage 3 Core Subject Indicator (CSI) performance continues to improve, with 88.4% pupils achieving the core subject indicator (CSI), an increase of 3.1 percentage points from 85.3% in 2017.
3. The proportion of pupils achieving the Key Stage 4 Level 2 threshold inclusive (L2+) of English/Welsh first language and Mathematics has improved from 55.5% in 2017 to 57.0% in 2018, an increase of 1.5pp. Newport LA was ranked 8th in 2018, an improvement on 10th in 2017. This performance is above expectation (PLASC 2018 Free School Meal rank = 13th). Newport has been above the national average at this measure for the last two years.

Head of Service Executive Summary Continued

4. In 2018 there was an increase in the percentage of learners gaining GCSE in English and mathematics grades A*-C and performance is above the national average.
5. Primary school attendance was ranked 13/22 in the Local Authority Rankings
6. Secondary school attendance was ranked 16/22 in the Local Authority Rankings
7. Opening of the new Caerleon Lodge Hill Primary School building
8. Establishment and opening of Jubilee Park Primary School
9. Extensive refurbishment of The John Frost School building
10. Transfer of Ysgol Gyfun Gwent Is Coed to its new building

Priorities for 2019/20

These include addressing the recommendation made by the November 2018 Estyn inspection. These include improving the overall performance of secondary schools; establishing a coherent strategy across all relevant services to improve the outcomes of pupils eligible for free school meals; ensuring that self-evaluation activities focus on the impact that services have on outcomes and their value for money; strengthening opportunities at a local authority level for children and young people to influence decisions that affect them; and delivering the strategic plans to develop Welsh-medium education further.

Education Services, Analysis of Performance

Objective 1			Improve School Standards			
Description			Improving the academic attainment of Newport pupils is a commitment within the Newport City Council Corporate Plan 2017-2022. A key lever to deliver this commitment through the commissioning of actions to be delivered by the EAS and detailed in the EAS Business Plan 2018/19. The delivery of services is quality assured through NCC Education Services and is has oversight by the Joint Executive Group (JEG) and the EAS Company Board.			
Corporate Plan Objective(s)			Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 29 1.01	Ensure implementation of the EAS Business Plan 2018/19 including: Continuing to raise aspiration, improve pupil outcomes, particularly for vulnerable groups of learners (FSM, Gender, EAL, More Able (MA) and LAC) and reduce the variance across schools and LAs through improved quality of leadership, teaching and learning.	In Progress	Complete	01/04/2018	31/03/2019	A regional (Education Achievement Service) EAS Wellbeing plan is being implemented with a focus on raising outcomes for vulnerable learners. Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework. The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.
1.02	Ensure implementation of the EAS Business Plan 2018/19 including: Reviewing the current regional delivery model for professional	In Progress	Complete	01/04/2018	31/03/2019	Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity.

Objective 1			Improve School Standards			
Description			Improving the academic attainment of Newport pupils is a commitment within the Newport City Council Corporate Plan 2017-2022. A key lever to deliver this commitment through the commissioning of actions to be delivered by the EAS and detailed in the EAS Business Plan 2018/19. The delivery of services is quality assured through NCC Education Services and is has oversight by the Joint Executive Group (JEG) and the EAS Company Board.			
Corporate Plan Objective(s)			Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 30	learning in line with the national professional learning model so that it remains fit for purpose. Work in collaboration with Education Workforce Council to ensure maximum impact of the Professional Learning Passport.					
	1.03 Ensure implementation of the EAS Business Plan 2018/19 including: Ensuring that leaders at all levels across the region are well supported to develop and inspire colleagues and work collaboratively to embed the new curriculum and improve learner outcomes.	In Progress	Complete	01/04/2018	31/03/2019	<p>A regional EAS Wellbeing plan has been drafted with a focus on raising outcomes for vulnerable learners. Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning including networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework.</p> <p>The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring</p>

Objective 1			Improve School Standards			
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Corporate Plan Objective(s)			Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
						Meetings have taken place for amber and red schools.
Page 31 1.04	Ensure implementation of the EAS Business Plan 2018/19 including: The Governor Support & Development team will support and develop skilled, focused, effective governing bodies that work in partnership with School Leaders to raise standards.	In Progress	Complete	01/04/2018	31/03/2019	Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided.
1.05	Ensure implementation of the EAS Business Plan 2018/19 including: Support the national approach and develop regional professional learning opportunities to ensure the success and well-being of every learner.	In Progress	Complete	01/04/2018	31/03/2019	A regional EAS Wellbeing plan is being implemented with a focus on raising outcomes for vulnerable learners. Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework.

Objective 1			Improve School Standards			
Description			Improving the academic attainment of Newport pupils is a commitment within the Newport City Council Corporate Plan 2017-2022. A key lever to deliver this commitment through the commissioning of actions to be delivered by the EAS and detailed in the EAS Business Plan 2018/19. The delivery of services is quality assured through NCC Education Services and is has oversight by the Joint Executive Group (JEG) and the EAS Company Board.			
Corporate Plan Objective(s)			Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
						The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.
Page 32 1.06	Ensure implementation of the EAS Business Plan 2018/19 including: Robust delivery of support and challenge for identified schools, and specific departments leading to improvements in provision and outcomes.	In Progress	Complete	01/04/2018	31/03/2019	Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided. Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework. The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.
1.07	Ensure implementation of the EAS Business Plan 2018/19 including: Ensuring that education professionals within the region can thrive in a supportive and	In Progress	Complete			Learning Network Schools have been identified across the region and funded to provide school-to-school collaborative support on a range of curriculum and leadership issues. Additionally, specific mentoring has been brokered between schools across the region to develop leadership capacity. Governor support is facilitating governors to engage in an online self-evaluation tool. A range of governor training courses has been provided.

Objective 1			Improve School Standards			
Description			Improving the academic attainment of Newport pupils is a commitment within the Newport City Council Corporate Plan 2017-2022. A key lever to deliver this commitment through the commissioning of actions to be delivered by the EAS and detailed in the EAS Business Plan 2018/19. The delivery of services is quality assured through NCC Education Services and is has oversight by the Joint Executive Group (JEG) and the EAS Company Board.			
Corporate Plan Objective(s)			Well-being Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/7 - Complete	7/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
End of Year Action Status			7/7 - Complete	0/7 – In Progress	0/7 - Stopped	0/7 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	collaborative environment to raise standards and ensure that every young person can fulfil their potential.					Professional learning that has been facilitated includes networks of heads of departments; learning network schools; centralised training and briefings; roll of out Excellence in Teaching and Leadership Framework. The school categorisation process has been completed and has determined the level of support provided to individual schools. Education Improvement Board and Intervention Plan Monitoring Meetings have taken place for amber and red schools.

Objective 2			Increase School Attendance Rates and Reduce Exclusions Rates			
Description			The rates of school attendance at primary and secondary level have been demonstrated to link to the academic attainment of pupils. Therefore, raising the rate of school attendance and reducing the rate of school exclusions will support the NCC Corporate Plan 2017-2022 commitment to increase the academic attainment of pupils in Newport schools.			
Corporate Plan Objective(s)			Wellbeing Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/13 - Complete	13/13 – In Progress	0/13 - Stopped	0/13 – To be commenced
End of Year Action Status			6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.01	Attendance Raise profile of importance of attendance at Nursery level.	In Progress	Complete	01/04/2018	31/03/2019	Nursery is non statutory education however Education Welfare Officers (EWO) work closely with schools to promote good attendance habits/rates for all learners. Positive attendance is promoted via the "Attendance Matters" campaign. A Termly Attendance Forum has been convened and nursery attendance was highlighted as an area to focus upon.

Objective 2			Increase School Attendance Rates and Reduce Exclusions Rates			
Description			The rates of school attendance at primary and secondary level have been demonstrated to link to the academic attainment of pupils. Therefore, raising the rate of school attendance and reducing the rate of school exclusions will support the NCC Corporate Plan 2017-2022 commitment to increase the academic attainment of pupils in Newport schools.			
Corporate Plan Objective(s)			Wellbeing Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/13 - Complete	13/13 – In Progress	0/13 - Stopped	0/13 – To be commenced
End of Year Action Status			6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.02	Attendance Ensure all schools across the City has a named EWO. This to take into account new school builds.	In Progress	Complete	01/04/2018	30/09/2019	All schools have a nominated EWO. 1 post was deleted on 4/3/19 due to a restructure being implemented and allocations were altered accordingly. New EWO allocations to be determined in 19-20 as a consequence of the restructure. The new Glan Llyn Primary will be allocated a EWO in September 2019.
Page 34 2.03	Attendance To focus support to schools in Quartile 3 and 4.	In Progress	In Progress	01/04/2018	01/03/2022	Six schools have engaged in Step 1 meetings. One school has engaged in a Step 2 Meeting which has led to an attendance review and a series of engagement meetings involving the Assistant Head of Education (AHE) and the Challenge Advisor form the EAS as well as the Head teacher of the school. EWOs regularly promote Fixed Penalty Notices (FPNs) in schools and consequently schools promote it via school websites, letters to parents and in discussions with governing bodies. 302 FPNs were issued between September 2018 and March 2019. This represents a significant increase in comparison to previous years.
2.04	Attendance Promote positive media messages regarding school attendance to the wider population.	In Progress	In Progress	01/04/2018	01/03/2020	A new attendance campaign is being designed and constructed in partnership with the Communications Team, Policy and Partnership and young people in focus groups. The focus groups have been undertaken and the young people have submitted their ideas. This will be further explored during the autumn term with a new campaign implemented from September 2019.
2.05	Attendance Education Welfare Service and Gwent Police complete periodic truancy sweeps across the City.	In Progress	In Progress	01/04/2018	31/03/2022	One further truancy sweep has taken place in partnership with the police in January to locate young people not in school during the school day. Seven young people were noted by professionals undertaking the truancy sweep.
2.06	Attendance Promote the use of	In Progress	In Progress	01/04/2018	31/03/2022	EWOs regularly promote Fixed Penalty Notices (FPNs) in schools and consequently schools promote it via school websites, letters

Objective 2			Increase School Attendance Rates and Reduce Exclusions Rates			
Description			The rates of school attendance at primary and secondary level have been demonstrated to link to the academic attainment of pupils. Therefore, raising the rate of school attendance and reducing the rate of school exclusions will support the NCC Corporate Plan 2017-2022 commitment to increase the academic attainment of pupils in Newport schools.			
Corporate Plan Objective(s)			Wellbeing Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/13 - Complete	13/13 – In Progress	0/13 - Stopped	0/13 – To be commenced
End of Year Action Status			6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
	Fixed Penalty Notices for unauthorised absence across the city and specifically within clusters.					to parents and in discussions with governing bodies. 302 FPNs were issued between September 2018 and March 2019. This represents a significant increase in comparison to previous years.
Page 35	Attendance To provide additional support and challenge when necessary to all schools where a dip in attendance has been identified.	In Progress	In Progress	01/04/2018	31/03/2022	Regular monthly meetings with one school have been undertaken as a consequence of a Step 2 meeting in January 2019. Two Schools have attendance monitored on an ongoing basis through Intervention Planning meeting (IPM) meetings.
	Attendance To embed the 'Protocol for Schools with Lower than Expected Rates of Attendance' (Step 1 and 2).	In Progress	Complete	01/04/2018	31/03/2019	The protocol has been systematically implemented and both stage 1 and stage 2 meetings have taken place.
	Exclusions Establish and implement a primary level managed move protocol.	In Progress	Complete	01/04/2018	31/12/2018	This protocol has been developed and is being implemented.
	Exclusions Establish and implement a 'protocol for schools with higher than expected rates of exclusions' (Step 1 & 2).	In Progress	Complete	01/04/2018	31/08/2018	This protocol has been developed and is being implemented.

Objective 2			Increase School Attendance Rates and Reduce Exclusions Rates			
Description			The rates of school attendance at primary and secondary level have been demonstrated to link to the academic attainment of pupils. Therefore, raising the rate of school attendance and reducing the rate of school exclusions will support the NCC Corporate Plan 2017-2022 commitment to increase the academic attainment of pupils in Newport schools.			
Corporate Plan Objective(s)			Wellbeing Objective 1 – To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/13 - Complete	13/13 – In Progress	0/13 - Stopped	0/13 – To be commenced
End of Year Action Status			6/13 - Complete	6/13 – In Progress	0/13 - Stopped	1/13 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
2.11	Exclusions Coordinate support and challenge from the Local Authority Integrated Inclusion Team based on the exclusion rates of individual schools.	In Progress	Complete	01/04/2018	31/08/2018	The Additional Learning Needs (ALN) advisory team have worked in collaboration with other members of the Inclusion Enrichment Team, Looked After Children Education Coordinators and Education Welfare to coordinate support for vulnerable learners.
2.12	Exclusions Develop a Newport specialist provision for SEBD pupils.	In Progress	To be Commenced	01/04/2018	31/03/2020	The development of an Social Emotional Behavioural Difficulties (SEBD) School was postponed due to the identified location not being a cost effective option to reduce the costs of Out of County provisions. The proposal will be considered again in the summer term 2019 once a thorough review of the Special Education Needs (SEN) data trends analysis has been completed.
2.13	Exclusions Review and revise alternative education setting provision with Newport.	In Progress	In Progress	01/04/2018	31/03/2022	A financial review and restructure of the Bridge Achievement Centre has been completed to ensure a reduction of agency staff and an increase of capacity. An SEN data analysis has taken place to identify ALN trends for the next 3-5yrs, this will be further modified to incorporate the information gathered through a secondary behaviour audit to gain an accurate picture of provision need within the city.

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 37 3.01	To collaborate effectively with key partners to develop a regional strategy for Equity and Well Being.	In Progress	In Progress	01/04/2018	31/03/2022	The Equity and Wellbeing Strategy has been co-constructed in partnership with the Education Achievement Service (EAS). The lead officer for the EAS in this area has regular meetings with the Assistant Head of Education (Engagement and Learning) to share good practice and to ensure strong collaboration. One further has been undertaken with the EAS to look at a combined working around wellbeing. The AHE has also engaged with Gwent Police and appropriate officers regarding rigorous monitoring of how the work around Adverse Childhood Experiences (ACEs). The school Attendance and Wellbeing Forum has met once in the spring and the work of the Arrow Project was showcased to share best practice and raise awareness of the work undertaken.
3.02	To further develop the quality assurance of specialist providers and alternative education settings to ensure appropriateness of pupil placement via the commissioning process, compliance with safeguarding good practice and evaluate value for money.	In Progress	Complete	01/04/2018	31/03/2019	Quality Assurance (QA) visits are timetabled by the Inclusion Enrichment team for all out of county and alternative placements on an annual basis. Provisions are given a RAG status and revisits are undertaken for provisions not identified as green. An SEN Officer is based in the central commissioning team for 50% of the week to ensure a consistent approach in quality assurance and commissioning of services.

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
3.03	To redevelop and extend provision within the city to accommodate a greater range of needs, ensuring that pupils are placed where their learning is best supported.	In Progress	In Progress	01/04/2018	31/03/2022	An SEN data analysis has taken place to identify ALN trends for the next 3-5yrs, this will be further modified to incorporate the information gathered through a secondary behaviour audit to gain an accurate picture of provision need within the city. The Bridge Achievement Centre has reviewed and further developed the Learning Pathways and qualifications available to their pupils. Newport Live and Catch 22 have been commissioned to extend KS2 and KS3/4 provision, this will be reviewed and possibly extended to ensure consistent provision in the city.
3.04	To improve the quality of ALN leadership and management in Newport Schools	In Progress	In Progress	01/04/2018	31/03/2022	The ALN Clusters (ALNCs) have completed an ALN Readiness survey to identify areas for development. This work will inform discussions with Head Teachers and ALNCs regarding their role under the new ALN Code of Practice. This action will be further developed through the ALN Transformation work going forward.
3.05	To begin to implement the ALN and Education Tribunal Act (2018)	In Progress	In Progress	01/04/2018	31/03/2020	Delegation of funding to schools to be reviewed in light of an increase in requests for LA funded Individual Development Plans (IDP). Following the ALN Code consultation a review of central resources to in act the Code needs to be completed to ensure a robust plan is in place which incorporates Education, Social Services and Regeneration.
3.06	Secure closer working with Adult Social Services and regional colleagues to support joint 16-25 regional further Education Commissioning.	In Progress	In Progress	01/04/2018	31/03/2022	The South East Wales Consortium (SEWC) regional work has continued to establish close links with Coleg Gwent and Post 16 providers however there is a need to identify risks and resources specifically in Newport linking with key service providers. This work will be continued through the ALN Transformation stream of work in the future.
3.07	To support young people into education, employment and training through an	In Progress	In Progress	01/04/2018	31/03/2022	School visits were completed to RAG status all Year 11, 12 and 13 pupils to identify those at risk of not engaging in education, employment or training and prevent them becoming Not in Education, Employment or Training (NEET). These visits were

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 39	effective Youth Engagement & Progression Framework Action Plan monitored by the Youth Service Support Board.					<p>supported by additional involvement with Social Services, Youth Offending Service and the Bridge Achievement Centre.</p> <p>Integrated allocations meetings with all nine Secondary Schools, the Bridge Achievement Centre, the Youth Service and Careers Wales were held in the summer term so the "Inspire to Achieve" project could work with Key Stage 3 and 4 pupils at risk. Visits to 100% of schools have been undertaken to identify vulnerable young people. 100% of young people vulnerable to becoming NEET have been engaged with.</p> <p>The strategic Youth Support Services Board and the 3 working groups that feed into this board have met and monitor the collaboration and Involvement of partnership working towards this. The reduction of the numbers of young people not engaged in education, employment or training is mainly due to the successful partnerships.</p> <p>All of the above contributes to NCC's long term strategy of reducing the number of young people not engaged in education, employment or training (NEET).</p>
	3.08 To support all schools to work towards the National Quality Award (NQA) for Healthy Schools	In Progress	In Progress	01/04/2018	31/03/2022	Ten primary schools have moved to the next phase of the Healthy Schools programme. Seven primary schools has achieved NQA awards in the last six months. 100% of schools are engaged with the Healthy Schools Scheme. One secondary school has moved to the next phase of the Healthy schools Programme. Forty-three schools have enrolled in the Healthy Pre-schools Scheme. Two training and networking events have been undertaken to give schools the opportunity to share good practice and network regrading Healthy Schools.

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
3.09	To support pupils who are Looked After to be as academically successful as their peers by developing an effective data tracking system to ensure accurate target setting.	In Progress	In Progress	01/04/2018	31/03/2020	In February 2019 Welsh Government announced interim performance measures for Key Stage 4 learners. Revised data capture systems will need to be established for all learners, included those who are looked after.
3.10	To further develop shared responsibility for safeguarding in schools.	In Progress	In Progress	01/04/2018	31/03/2022	A new toolkit shared with all schools Sept 2018. Around 40% of Newport schools are implementing use of the new toolkit. Training resources for whole-school delivery have been revised and shared with all school staff who will then deliver to governors. Alternative on-line resources have been shared with schools to use for Induction of new staff/governors.
3.11	To further develop the anti-bullying provision across the city.	In Progress	In Progress	01/04/2018	31/03/2022	<p>The Wellbeing Monitoring Group has met on a termly basis to discuss bullying and behavioural incidents in schools related the protected characteristics.</p> <p>The group is also linked to the Newport/Monmouthshire Hate Crime Forum. The returns of each school are discussed within the group and the interventions received by each school are logged termly on the Wellbeing Matrix.</p> <p>The group has met in the spring of 2019 to discuss the Arrow Project, behaviour incidents involving the protected characteristics, interventions by Show Racism the Red Card and to analyse the School Health Research Network (SHRN) reports.</p>
3.12	To develop and deliver a successful Welsh in	In Progress	In Progress	01/04/2019	31/03/2020	The Welsh in Education Strategic Plan (WESP) has been approved by the Minister for Welsh Language and Lifelong Learning. A WESP Implementation Plan has also been drafted. From April

Objective 3			Further Improve Pupil Wellbeing and Equity in Education			
Description			How healthy, independent and resilient people are, has a wider impact on all other aspects of their life. Whether they can work, attend education, take part in social activities and contribute to their communities is all influenced by this objective.			
Corporate Plan Objective			Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 2 – To promote economic growth and regeneration whilst protecting the environment. Aspirational People			
Mid-Year Action Status			1/15 - Complete	14/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
End of Year Action Status			4/15 - Complete	11/15 – In Progress	0/15 - Stopped	0/15 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 41	Education Strategic Plan.					<p>2019, the Welsh in Education Forum will assign leads to each of the WESP outcome areas, to support collaboration, involvement and engagement. The commitment to establish a fourth Welsh-medium primary school can also be realised following confirmation that a capital funding bid of £5.8 million, and submitted to Welsh Government in December 2019, was successful. The new school will open under a seedling arrangement from September 2020.</p> <p>This supports the Council meeting Long Term needs to promote and encourage demand for Welsh-medium education. In terms of prevention, the proposal to establish a new school will assist the council is meeting the targets within the WESP. Integration, collaboration and involvement will be achieved through the Welsh in Education Forum (WEF) which has a role in monitoring the WESP and ensuring that it is delivered in partnership at a local level.</p>
	3.13 To extend existing good practice in pupil participation within schools.	In Progress	In Progress	01/04/2019	31/03/2020	Engagement with the Deputy Head teacher involved in the only Pupil Participation network established in the city. Further discussions planned concerning development of cluster networks within Pupil Voice Strategic Meetings. This will be developed further by the Pupil Voice Steering Group. Policy and Partnership officer in the process of developing PPLN networks in every cluster across the LA.
	3.14 To provide subsidised music access to FSM learners	In Progress	Complete	01/04/2019	31/03/2019	Gwent Music has continued to provide subsidised music access to Free School Meal (FSM) Learners
	3.15 To review Gwent Ethnic Minority Service delivery.	Complete	Complete	01/04/2019	31/03/2019	A self-evaluation of Gwent Education Minority Ethnic Service (GEMS) provision was conducted over the summer to evaluate service delivery and to ensure the Service operated within budget.



Secondary School GEMS Pupil Voice Activities



See the World through our eyes project - Poland



Secondary School GEMS Pupil Voice Activities



See the World through our eyes project - Iraq

Objective 4			To further develop a motivated, capable and engaged workforce			
Description			To improve people's lives, we need a very strong leadership that is supported by motivated, engaged and committed staff who have skills and calibre of the highest quality.			
Corporate Plan Objective			Not Applicable			
Mid Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			1/6 - Complete	5/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
4.01	To develop a clear 5 year vision of Newport Education which is clearly understood by all partners.	In Progress	Complete	01/04/2018	30/11/2018	In Autumn 2018, a workshop took place involving head teachers, Challenge Advisors and Education Senior and Middle leaders to collaborate and produce shared vision for all partners to work towards and for integration into school and central education plans.
4.02	To further develop the expertise of recently appointed Head teacher and Acting Head teacher in Newport schools.	In Progress	In Progress	01/04/2018	31/03/2022	The induction programme is due to be completed in May 2019 with all sessions completed as planned. The new Head teacher of Glan Llyn will join the programme with immediate effect and will continue during 2019-20. The induction programme will be analysed and evaluated once it is concluded during the summer term.
4.03	To further develop self-evaluation skills within Central Education staff.	In Progress	In Progress	01/04/2018	31/03/2022	A service self-evaluation policy has been co-constructed with middle leaders and workshops provided to develop standardised Team Plans and Team on a Page (TOAP) evaluation reports and to build staff self-evaluation skills. TOAP evaluations are shared among senior and middle managers each term at the 'Every Child Group' and head teachers are invited attend. Additionally, weekly monitoring reports are presented to senior managers within Education in order to build understanding and reflection across the wider education team. The policy is devised to generate ongoing self-evaluation and integration of teams within Education Services.
4.04	To ensure Central Education Services are working collaboratively across the LA and region with other relevant services and partners.	In Progress	In Progress	01/04/2018	31/03/2022	All members of the Education Senior Management Team are representative on regional working groups e.g. School Improvement, Inclusion, Attendance and Wellbeing. An Education Service full staff event has taken place at least once each term and staff are encouraged to present their work e.g. Educational Psychology Arrow Project; Safeguarding work.
4.05	To develop staff in Central Education to meet the future needs	In Progress	In Progress	01/04/2018	31/03/2022	A service self-evaluation policy has been co-constructed with middle leaders and workshops provided to develop standardised Team Plans and Team on a Page (TOAP) evaluation reports and

Objective 4			To further develop a motivated, capable and engaged workforce			
Description			To improve people's lives, we need a very strong leadership that is supported by motivated, engaged and committed staff who have skills and calibre of the highest quality.			
Corporate Plan Objective			Not Applicable			
Mid Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			1/6 - Complete	5/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 44	of the service. This includes ensuring Education staff: <ul style="list-style-type: none"> Clearly understand the vision of the Council and specifically the direction of the service area. Are able to access appropriate training and learning to meet the needs of their job roles. Are able to access opportunities for leadership at every level. Have the opportunity to feedback on education and workforce issues on a regular basis 					to build staff self-evaluation skills. TOAP evaluations are shared among senior and middle managers each term at the 'Every Child Group' and head teachers are invited attend. Additionally, weekly monitoring reports are presented to senior managers within Education in order to build understanding and reflection across the wider education team. The policy is devised to generate ongoing self-evaluation and integration of teams within Education Services.
	4.06 To develop a clear 5 year vision of Newport Education which is clearly understood by all partners.	In Progress	In Progress	01/04/2018	31/03/2022	A service self-evaluation policy has been co-constructed with middle leaders and workshops provided to develop standardised Team Plans and TOAP evaluation reports and to build staff self-evaluation skills. TOAP evaluations are shared among senior and middle managers each term at the 'Every Child Group' and head teachers are invited attend. Additionally, weekly monitoring reports are presented to senior managers within Education in order to build understanding and reflection across the wider education team. The policy is devised to generate ongoing self-evaluation and integration of teams within Education Services.

Objective 5			Developing quality learning pathways and provision			
Description			To ensure that all our children benefit from the best possible learning environments and opportunities throughout their school lives by improving the quality of education provision and access to a range of high quality learning pathways. This objective directly supports the Authority's commitment to creating a thriving city with aspirational people.			
Corporate Plan Objective			Well-being Objective 1 - To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/6- Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 45 5.01	Delivery of and progression of key capital programmes including: <ul style="list-style-type: none"> • Completion of Welsh Government 21st Century Schools Programme (Band A - 2014/19) • Development of Welsh Government 21st Century Schools Programme (Band B – 2019/24) • Additional Capital Investment Programme (£1.1M) • NCC Capital Expenditure including the Corporate Capital Maintenance Programme. • Effective use of S106 Capital receipts. • Welsh Government Welsh Medium Capital Funding. 	In Progress	In Progress	01/04/2019	31/03/2020	The remaining Band A projects at Caerleon Lodge Hill Primary and Maes Ebbw School are now complete. Outline Business Cases have been submitted to Welsh Government and approved in relation to two Band B priority projects and this will enable works to commence early in the new financial year. Feasibility studies are underway in relation to the proposed projects at Bassaleg School and Caerleon Comprehensive School, and further details will be shared shortly. The Council has continued to make good use of all available capital funding to support improvement and expansion to the school estate. This includes s106 planning contributions, specific grant funding applications in relation to Ysgol Bryn Derw, Maesglas Primary, St Woolos Primary and the new Welsh-medium primary school. There are a small number of projects within the £1.1million programme that remain incomplete, but this will be achieved early in the 2019/20 financial year, and the budget has been carried over to meet these costs.
5.02	The Council's School Reorganisation Programme and the work of the Planning of School Places	In Progress	In Progress	01/04/2019	31/03/2020	The Planning of School Places (POSP) group continues to meet on a half-termly basis. The terms of reference have been reviewed however and these will be implemented from April 2019, including a formal reporting mechanism to the People's Services Capital Programme Board. There is a shortage of

Objective 5			Developing quality learning pathways and provision			
Description			To ensure that all our children benefit from the best possible learning environments and opportunities throughout their school lives by improving the quality of education provision and access to a range of high quality learning pathways. This objective directly supports the Authority's commitment to creating a thriving city with aspirational people.			
Corporate Plan Objective			Well-being Objective 1 - To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
Page 46	(POSP) group will plan, monitor and provide (according to regulatory requirements) the school places required for the growing population of children, and will also consider all ways in which existing provision can be improved through school to school working.					<p>secondary school places for September 2019 which has been met by creating additional places at four schools across the city.</p> <p>The temporary governing body for Glan Llyn Primary School has been established and a Head teacher has been appointed. This school will open as planned in September 2019.</p> <p>The proposal to establish a Learning Resource Base class at Caerleon Lodge Hill Primary School has received final approval and will be implemented from April 2019.</p> <p>The governing bodies of Eveswell Primary School and Somerton Primary School have met individually and collectively and confirmed that they wish to take forward a formal federation proposal. This will be pursued during the Summer term 2019 for implementation from January 2020.</p>
	5.03 To ensure that the work of the 'Seamless Learning Pathways' project is sustained and further cluster development is developed to support the resilience of individual schools and learner outcomes.	In Progress	In Progress	01/04/2018	31/03/2022	ALN and Wellbeing cluster plans are in operation across the city supported by grants issued via the EAS and supported and monitored by members of the Inclusions Enrichment team.
	5.04 To ensure that Post-16 provision within Newport is meeting the needs of all learners and provides good value for money.	In Progress	In Progress	01/04/2018	31/03/2022	The Post 16 Planning and Funding Frame work is completed in partnership with Newport Secondary Schools to ensure the appropriate courses and pathways are offered to post 16 learners and drop off rates are monitored. This exemplifies planning for the long term and collaboration.

Objective 5			Developing quality learning pathways and provision			
Description			To ensure that all our children benefit from the best possible learning environments and opportunities throughout their school lives by improving the quality of education provision and access to a range of high quality learning pathways. This objective directly supports the Authority's commitment to creating a thriving city with aspirational people.			
Corporate Plan Objective			Well-being Objective 1 - To improve skills, education and employment opportunities Aspirational People			
Mid-Year Action Status			0/6- Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
End of Year Action Status			0/6 - Complete	6/6 – In Progress	0/6 - Stopped	0/6 – To be commenced
Action Number	Action	Mid-Year Position	End of Year Status (Complete / In Progress / On Hold)	Start Date	Anticipated Completion Date	End of Year Update
						Policy is embedded as are processes around recording and tracking of courses and data. The autumn return was submitted to Welsh Government (WG) and one meeting with WG representatives has been undertaken to discuss the suitability of provision.
Page 47 5.05	To ensure pre-16 Looked After Children have access to at least 25 hours of provision a week delivering accredited courses.	In Progress	In Progress	01/04/2018	31/03/2022	<p>The Looked After Children Education Coordinators, managed through Children's Services, focus on monitoring the most vulnerable learners who are attending Alternative Provision. In March 2019 16% (5/30) of Year 11 Looked After Children were attending the Bridge Achievement Centre. In March 2018, 50% (7/14) Year 11 Looked After Children were attending the Bridge Achievement Centre.</p> <p>Half-termly meetings have taken place between the Looked after Children (LAC) Education Co-ordinator and all schools/settings to monitor progress and any barriers to education. Schools are challenged regarding pupils not currently receiving 25 hours and support is provided by the co-ordinators to increase provision where appropriate.</p>
5.06	Early Years education and Out of School Childcare provision will be developed and supported by working in partnership with non-maintained providers and schools.	In Progress	In Progress	01/04/2018	31/03/2022	<p>In December 2018 Ninety two non-maintained setting were supported through grants and training to provide out of school childcare provision. Data for March 2019 will be available in May 2019.</p> <p>The Early Years Team has worked in collaboration with the Family Information Service and Flying Start to roll out the Welsh Government 30 hours of free childcare offer for working parents.</p>



Caerleon Lodge Hill Primary School



John Frost School



Ysgol Gyfun Gwent Is Coed



Glan Llyn Primary School


















Jubilee Park Primary School







Glossary	
ACEs – Adverse Childhood Experiences	KS – Key Stage
AHE – Assistant Head of Education	LAC – Looked after Children
ALN – Additional Learning Needs	NEET – Not In Education Employment or Training
EAS – Education Achievement Service	RAG – Red / Amber Green
EWQ – Education Welfare Officers	SEBD – Social Emotional Behavioural Difficulties
FPNs - Fixed Penalty Notices	SEN – Special Education Needs
FSM – Free School Meals	TOAP - Team Plans and Team on a Page
IDP – Individual Development Plans	WEF - Welsh in Education Forum
IPM - Intervention Planning Meeting	WESP - Welsh in Education Strategic Plan

Education Services Performance Measures 2018/19

Performance measures and targets provided are based upon data taken from the 2017/18 academic year (September 2017 to July 2018) that are reported in 2018/19. In the table below we will indicate where 2017/18 data is used.

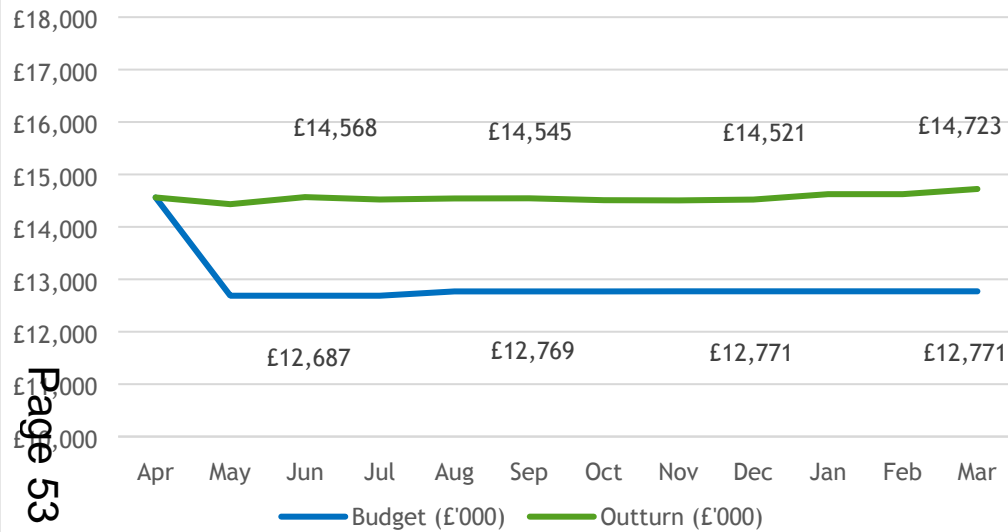
PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15%Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
National (PAM/007) – Percentage of Attendance, Primary School Year End 2017/18. Annual	Objective 2	N/A	94.6% (2017/18)	94.7% (2017/18)	 94.7% (2016/17)	Although performance was slightly below target the Wales LA ranking position increased to 13/22. This is the highest ranking position Newport has achieved since 2012.
National (PAM/008) – Percentage of attendance, Secondary school year end 2017/18. Annual	Objective 2	N/A	93.4% (2017/18)	93.8% (2017/18)	 93.6% (2016/17)	Although performance was slightly below target the Wales LA ranking position increased to 16/22. This is the highest ranking position Newport has achieved since 2012.
National (PAM/009) – Percentage of young people NEET year 11. Annual	Objective 3	N/A	1.1%	1.5%	 1.3%	
National (PAM/032) – Capped 9 Score Annual	Objective 1	N/A	336	N/A	Not Applicable	No benchmark target set as first year data has been captured by Welsh Authorities.
National (PAM/033) – Percentage of pupils assessed in Welsh at the end of Foundation Phase 2017/18. Annual	Objective 3	N/A	4.5% (2017/18)	N/A	Not Applicable	No benchmark target set as first year data has been captured by Welsh Authorities.

PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15%Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
Local – Percentage of pupils achieving the expected outcome at the end of Key Stage 2 2017/18 Annual	Objective 1	N/A	90.7% (2017/18)	89.9% (2017/18)	 90.1% (2016/17)	
Local – Percentage pupils achieving the expected CSI outcome at the end of Key Stage 3 2017/18 Annual	Objective 1	N/A	88.4% (2017/18)	86.1% (2017/18)	 85.3% (2016/17)	
Local – Total number of days lost to secondary fixed term exclusions in 2017/18. Annual	Objective 2	N/A	1,338 days (2017/18)	1,527 days (2017/18)	 1,344 days (2016/17)	
Local – Percentage of pupils achieving level 2 threshold including English and Maths 2017/18. Annual	Objective 1	N/A	57% (2017/18)	60% (2017/18)	 55.5% (2017/18)	Although the measure is below target, performance has improved from the previous year. Newport has been above the national average in this measure for the last two years.
Local – Percentage of Free School Meal pupils achieving level 2 inclusive Annual	Objective 3	N/A	26.15% (2017/18)	33.3% (2017/18)	 28.79% (2016/17)	Performance of Free School Meal (FSM) pupils in 2018 has declined by 2.6 pp to 26.2%. In comparison, the national FSM average improved by 0.9 pp from 28.6% to 29.5%. This is an Estyn recommendation and is reflected as a priority in the Education Service plan for 2019/20.
Local – The percentage of schools being accredited at Healthy Schools Level 4 and 5. Annual	Objective 3	N/A	33%	35%	 31%	7 settings have obtained the National Quality Award. 21 settings have obtained the Phase 5 Award. 35 schools have obtained the Phase 4 Award.

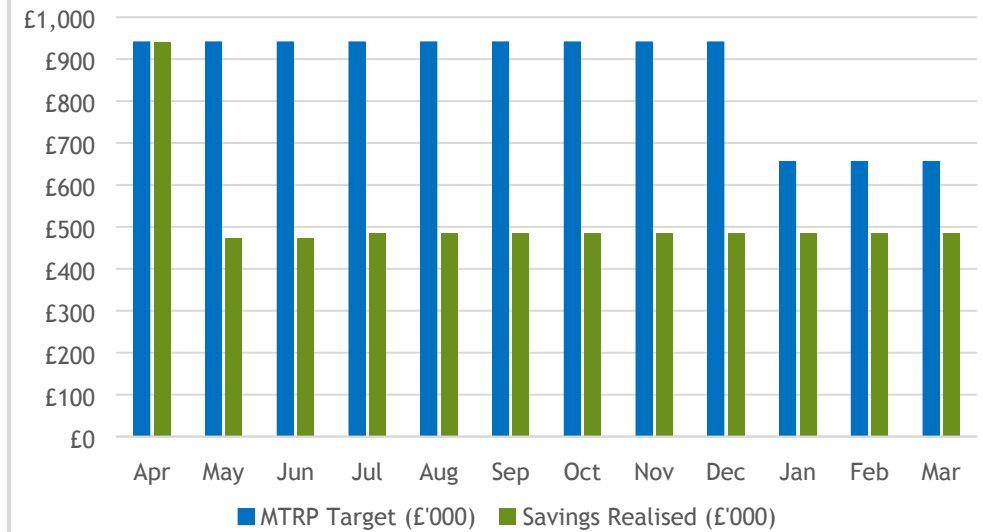
PI Result vs PI Target Definition	On Target				Short of Target (15% Tolerance)	Off Target (Over 15%Tolerance)
Performance Direction Definition (Based upon the performance from the previous reporting period)	 Performance has Improved				 Performance has Declined	 Performance is the same
Performance Measure (National / Local / Management Information)	Link To Service Plan Objective(s)	Q2 Result	2018/19	2018/19 Target	2017/18 Position	Service Area Comment (For Performance Indicators not meeting their targets)
Local – Percentage of young people recorded as unknown following compulsory education. Annual	Objective 3	N/A	1.2%	0.5%	 0.7%	Every effort is made to ensure as few young people are recorded with an unknown destination. This includes carrying out 3 home visits at different times of the day and working with their previous education establishments. Due to GDPR issues all LA 'unknown' data has increased through the destination survey.
Local – Percentage of 16 to 18 year olds not in education, employment or training. Annual	Objective 3	N/A	2.6%	4%	 4%	
Local – Percentage of young people NEET 13. Annual	Objective 3	N/A	1.7%	2.6%	 1.5%	

Education Service Finance Analysis

2018/19 Overall Net Position



2018/19 Delivery of MTRP Savings



Summary Revenue Budget 2018/19

Service Area Team	Deficit / (Underspend)
Improvement & Inclusion	£1,622
Resourcing & Planning	£330

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