

Agenda



Performance Scrutiny Committee - People

Date: Tuesday, 17 November 2020

Time: 10.00 am

Venue: Virtual Meeting

To: Councillors J Watkins (Chair), H Thomas, J Richards, S Marshall, T Watkins, C Townsend, J Cleverly, W Routley, Y Forsey and L Lacey

Item	Wards Affected
1	<u>Apologies</u>
2	<u>Declarations of Interest</u>
3	<u>2020/21 Service Plan Mid-Year Reviews</u> (Pages 3 - 64)
4	<u>Conclusions of Committee Reports</u> Following the completion of the Committee reports, the Committee will be asked to formalise its conclusions, recommendations and comments on previous items for actioning.
5	<u>Forward Work Programme Update</u> (Pages 65 - 70)
6	<u>Live event</u> To view the live event, please click here

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Date of Issue: Tuesday, 10 November 2020

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Scrutiny Report

Performance Scrutiny Committee – People

Part 1

Date: 17th November 2020

Subject 2020/21 Service Plan Mid-Year Reviews

Author Head of Legal & Regulatory Services

Responsible Cabinet Member / Officer:	Area / Role / Subject
Councillor Gail Giles	Cabinet Member for Education
Sarah Morgan	Head of Education Services

Section A – Committee Guidance and Recommendations

<p>1</p> <p>The Committee is asked:</p> <p>1.1</p>	<p>Recommendations to the Committee</p> <p>To consider the following Service Plan Mid-Year Review in relation to Education Services and their performance for the first six months in 2020/21. Each Mid-year review report includes an Executive Summary, 2020/21 Budget and Forecasted Expenditure, Q2 Service Areas Risks, Executive Summary, Analysis of Performance against Service Plan Objectives and Performance Measures as at end of Quarter 2 (30th September 2020) for:</p> <ul style="list-style-type: none"> • Appendix 1 – Education Services
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2 Context

Background

2.1 Each Service Area has set a Service Plan to support the delivery of the Council’s Corporate Plan 2017-22 and now the Strategic Recovery Aims which were endorsed by the Council’s Cabinet in June 2020. Annually, each service area reviews their plans and updates accordingly based upon resources (finance and human resources), strategic objectives and risks.

Service Plans for 2020/21 include:

- Key programme and project work being undertaken by the service area;
- Service Plan Objectives and planned actions including links to the Strategic Recovery Aims;
- Performance measures including National (Welsh Government / Public Accountability Measures) and locally set measures; and
- Service area risks.

2.2 Service Plans were originally approved by Cabinet Members in 2018/19 and have been annually reviewed and updated as the Council has progressed in the delivery of the Corporate Plan. The 2020/21 service plans has been approved by the relevant Cabinet Member, following the Member

consultation process. This report presents Members with the Mid-Year Reviews for each Service Plan. Due to Covid-19, the 2019/20 Year-end reviews did not take place and were provided to Scrutiny members for information in August 2020. A copy of the 2020/21 Service Plan will be provided to Scrutiny Members as part of the reporting pack.

- 2.3 At the start of this financial year, the Council’s Cabinet endorsed the Council’s Strategic Recovery Aims in response to the Covid-19 crisis and to enable service areas to focus on recovering their services and adapting to the changes as a result of the current restrictions in place. A copy of the Strategic Recovery Aims will be linked into the Report.

3 Information Submitted to the Committee

- 3.1 This year’s report for Mid-year reviews cover the period 1st April 2020 to 30th September 2020 and include: 2020/21 Budget and Forecasted Expenditure, Service Areas Risks, Executive Summary, Analysis of Performance against Service Plan Objectives and Performance Measures.

The updates are structured into the following sections:

Introduction and Financial Summary	Each report provides an introduction to each service area and their main objectives, budget and forecasted expenditure for the financial year 2020/21.
Executive Summary	The Executive Summary of the Head of Service is provided as an overview of performance for the first six months of the financial year. Heads of Service will also provide a summary of the impacts that Covid-19 has had on the service area and will also be looking forward for the remaining six months of the financial year.
Service Area Risks	Overview of corporate and service risks including risk scores for Quarter 2 and the previous three quarters. Also included is a glossary for the objective updates and risk scores. Note: Corporate and Service Risks are reported quarterly to the Council’s Audit Committee and Cabinet.
Analysis of Progress against Objectives / Actions	Each service plan will have an overview of progress made in the first six months (1 st April 2020 to 30 th September 2020) against the objectives and their actions. For this years’ service plan, actions will also indicate where they support the Council’s Strategic Recovery Aims. Each action has a start date and an end date. Actions that are commencing from 1 st October 2020 onwards will be included but not performance reported against it. Performance against each action will be based upon Red / Amber / Green (RAG) status based upon whether the action is anticipated to be delivered by the agreed date or not. Each action also has a percentage of completion to enable Members to understand the current progression against the action. <ul style="list-style-type: none"> • Green C / 100% - Action has been completed • Green % - Action is on target to complete by agreed timescale • Amber % - Issues are identified which could impact on the delivery of the action by the agreed timescale. • Red % - The action is not going to be able to deliver by agreed timescale and immediate action is required. • ? - Update has not been provided for Q2.
Performance Measures	Performance measures reported in the review are for the first six months of the financial year. Not all performance measures will be reported as they may be reported annually and therefore will be included as part of the End of year review process. Additionally, this year due to Covid-19 there may also be some performance measures that cannot be reported due to the measure being suspended or for other reasons the service area is unable to collect the data. Where this occurs the service area will indicate this in the report. For performance measures that are reported the figure will indicate whether it is achieving its target or if it is under achieving. Where measures are under achieving against the target (Amber / Red) the service area will provide

	<p>commentary to explain the reason(s) and what action is being taken to improve performance. Performance of the Measures is ranked using the following:</p> <ul style="list-style-type: none"> • Green - Performance is above Target • Amber - Performance is below Target (0-15%) • Red - Performance is under achieving (+15%) • ? – Performance is unknown (data missing) <p>The report will also include the performance measures previous performance in the last three years for comparison.</p>
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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:

- **Finance** – Based upon current forecasting and considering the impacts of Covid-19, is the service area projected to be under spent or over spent by the end of the financial year?
 - Is there sufficient assurance that service delivery is not impacted?
- **Objectives and Actions** – Is the service area making good progress against the actions identified in the service plan?
 - For actions that have been completed, has the service area demonstrated what the outcome(s) of delivery are and what impact it has had on the service area.
 - The impact(s) of Covid-19 on the capacity and capability of the service area to deliver its objectives.
 - For actions still in progress, are these actions still projected to be completed on time and are there any areas where further clarification is required.
 - Do Members have sufficient assurance that good progress is being made by the service area to support the overall delivery of the Corporate Plan and the Strategic Recovery Aims.
- **Performance Measures** – Are there any performance measures that are under performing and is there reasonable explanation and sufficient action being taken to address performance both in the short term and long term.

In drawing its conclusions, the Committee should assess:

- Is the Committee satisfied that the service areas are making good progress against their objectives, actions and performance measures at the end of quarter 2?
- What was the overall conclusion on the information contained within the reports?
- Are there any areas that requires more in-depth reviews by the Committee
- Are there any areas in the report that are missing and/or require further clarification?
- Does the Committee wish to make any Comments / Recommendations to the Cabinet?

4.2 Suggested Lines of Enquiry

In evaluating Service Plan performance, the Committee may wish to consider:

<ul style="list-style-type: none"> Analysing the Service Plan Mid-Year Reviews and evaluating how well Service Areas performed in the first half of the financial year against the objectives, actions, recovery aims and performance measures in their service plans; Has the service area fully considered the impacts of Covid-19 in the delivery of their objectives? Is the service area taking demonstrating sufficient steps to innovate or change the way they deliver services to meet the long term needs of its users? Are targets sufficiently challenging and balanced between being realistic and robust especially in light of the Covid-19 crisis? Are actions appropriately contributing to the Well-being objectives and Strategic Recovery Aim(s) listed? Is any underperformance being addressed and are associated risks being mitigated? What is being done to improve performance for the second half of this financial year (taking ongoing Covid-19 impacts into consideration)? Are there any emerging risks / issues and lessons learned as result of Covid-19 on the service area both short term and long term? 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 within this financial year?
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4.3 Well-being of Future Generations (Wales) Act

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.	Do the objectives and actions of the service area take into account the long-term trends that will impact services areas?
	Do the objectives and actions consider the needs of service users and future trends of service delivery? E.g. What is the demographic forecast of young people living in Newport services required to support needs of future service users?
Prevention Prevent problems occurring or getting worse.	Do the objectives and actions undertaken prevent issues being faced by service users / communities now and in the future?
	Are the solutions being provided today having an impact on the root causes of the problem(s)?
	Is the service area addressing areas of underperformance that will improve service delivery in the short term and long term?
Integration Considering how public bodies' well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.	Are service areas considering the goals of strategic partner organisations, the Public Services Board and wider regional / national objectives?
	Is the progress of delivery against objectives aligned with that of other Council service areas, strategic partners and that of other organisations?
Collaboration Acting in collaboration with any other person (or different parts of the organisation itself).	Who does the service area collaborate with (Internal / external) to deliver objectives and actions?
	What are the lessons learned and benefits from collaborative working?
	How does collaboration benefit the Council and service users in the long term? E.g. resource, knowledge, expertise, value for money, outcome(s) for the service user.
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	How are the views of the service user / wider community and partners being considered in the delivery of services and activities?
	How does the feedback of service users, citizens and businesses improve their experience and ensure lessons are learned?

which the body serves.	How do you ensure the views of vulnerable and marginalised communities taken into consideration on decision making?
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Section B – Supporting Information

5 Links to Council Policies and Priorities

- 5.1 Service Plan Mid-Year Reviews directly support the delivery of the Council’s Well-being Objectives set in the Council’s Corporate Plan 2017-22 and the Strategic Recovery Aims. Furthermore, the four Well-being Objectives contribute towards the delivery of the Public Services Board ‘One Newport’ Well-being Plan 2018-23 and ultimately the Well-being Goals set in the Well-being of Future Generations Act 2015. An overview of the strategic alignment is highlighted in the table below.
- 5.2 Members of the Committee should also consider the statutory duties that service areas are required to deliver and comply with necessary legislation. These are outlined in the Council’s Constitution and where necessary stated in the report.

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			

6. Background Papers

- [The Essentials – Well-being of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017-22](#)
- [Strategic Recovery Aims](#)
- Education Services Service Plan (2020-21)

Report Completed: November 2020

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Education Services

Mid-Year Review 2020/21








Cabinet Member for Education Service –

Councillor Gail Giles

Head of Service – Sarah Morgan

Introduction

This is the Education Service update on the progress being made against the objectives, actions, performance and risk for the period 1st April 2020 to 30th September 2020. Service plans have been designed to support the delivery of the [Council's Corporate Plan 2017-22](#) and the [Council's Strategic Recovery Aims](#) in response to the Covid-19 crisis. As one of the 44 public bodies, Newport Council must consider the Well-being of Future Generations Act in the delivery of its plans and the sustainable development principle of meeting our duty under the Act.

Long term		The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.
Prevention		How acting to prevent problems occurring or getting worse, may help public bodies meet their objectives.
Integration		Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.
Collaboration		Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.
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.

To support the delivery of the Council's Corporate Plan 2017-22 and the Strategic Recovery Aims, the Education Service Plan 2020/21 focuses on the delivery of:

- **Wellbeing Objective 1** –To improve skills, education and employment opportunities; and
- **Strategic Recovery 1** – Understand, and respond to, the additional challenges which Covid19 has presented, including loss of employment, impact on business and on the progress, achievement and wellbeing of both mainstream and vulnerable learners.

The 2020/21 Service Plan has seven objectives that are focused on:

Objective 1 – Improve school standards

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 Education Achievement Service (EAS) and detailed in the EAS Business Plan 2020/21. 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.

Objective 2 – Increase school attendance rates and reduce exclusion rates

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.

Objective 3 – Further improve pupil well-being and equity in education

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.

Objective 4 – To further develop a motivated, capable and engaged workforce

To improve people's lives, we need a very strong leadership that is supported by motivated, engaged and committed staff who have the skills and calibre of the highest quality.

Objective 5 – Developing quality learning pathways and provisions

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.

Objective 6 – Improve learner voice in decision making

Strengthen opportunities at a local authority level for children and young people to influence decisions that affect them.

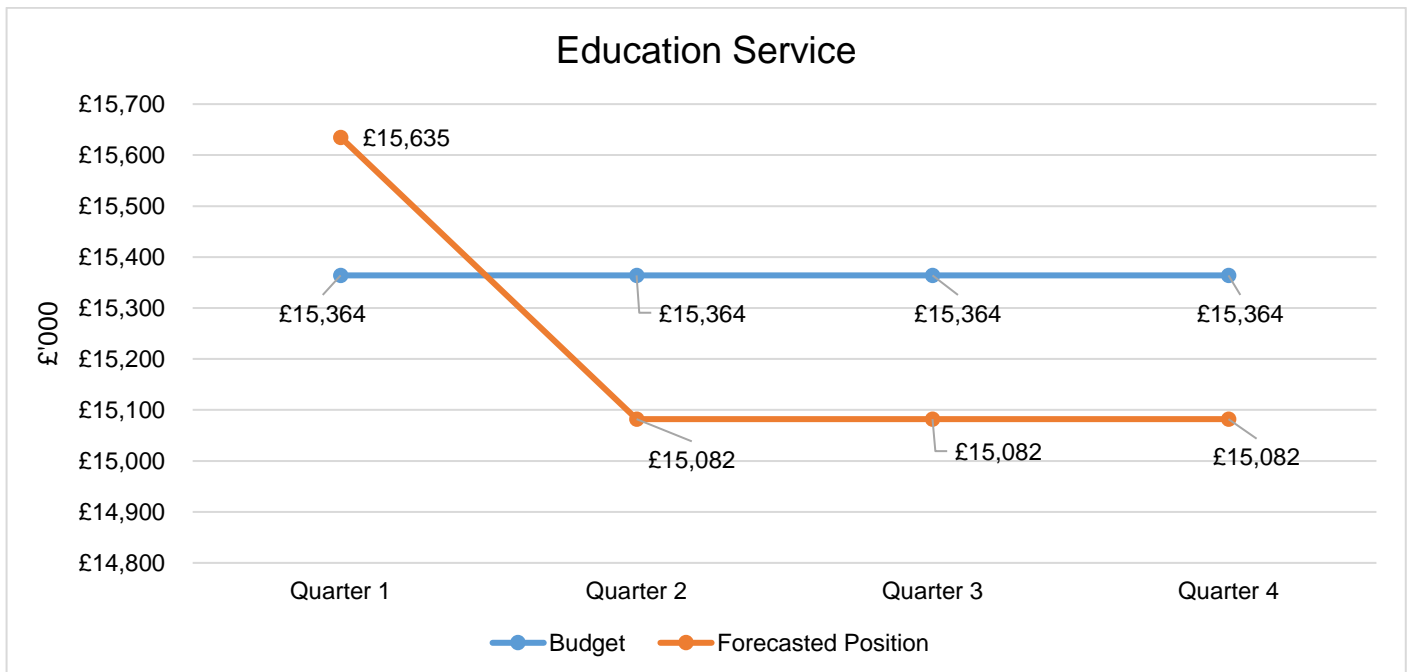
Objective 7 – Promote access to Welsh medium education

To deliver the strategic plans to develop Welsh-medium education further.

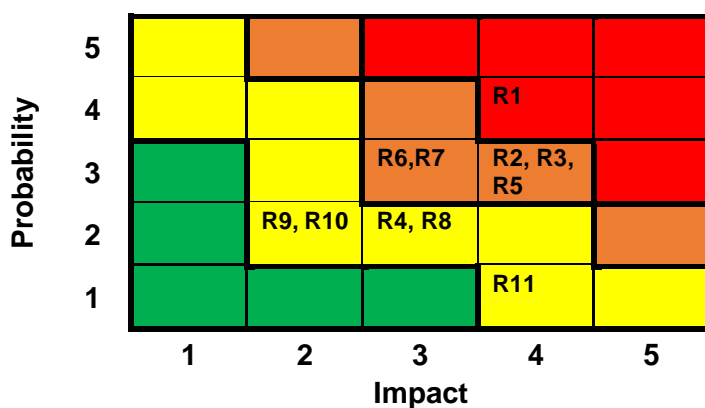
Objective 8 – School budgets are effectively managed

Through risk based support to schools, Education services will ensure budgets are managed effectively and where necessary take necessary actions to prevent overspending and ensure schools have the required controls and governance processes in place.

2020/21 Budget and Forecasted Expenditure



Service Risks as at 30th September 2020



Education Services' Risk Heat Map Key (Quarter 2 2020/21)	
R1 – Schools Finance / Cost Pressures	R7 – Pressure on Secondary School Places
R2 – Demand for ALN and SEN support	R8 – Provision of school places
R3 – Educational Out of County Placements	R9 – 21 st Century Schools
R4 (Led by Social Services) – Safeguarding	R10 – Healthy Schools Grant funding
R5 – GEMS Grant	R11 – New Welsh Medium Primary School
R6 – Implementation of Additional Learning Needs Act	

Corporate / Service Risk	Risk Score Quarter 3 2019/20	Risk Score Quarter 4 2019/20	Risk Score Quarter 1 2020/21	Risk Score Quarter 2 2020/21
Corporate Risk – Schools Finance / Cost Pressures	20	16	16	16
Corporate Risk – Demand for ALN and SEN support	20	16	16	12
Corporate Risk – Educational Out of County Placements	16	16	16	12
Corporate Risk (Led by Social Services) – Safeguarding	6	6	6	6
Service Risk – GEMS Grant	9	20	6	12
Service Risk – Implementation of Additional Learning Needs Act	12	8	9	9
Service Risk – Pressure on Secondary School Places	15	15	9	9
Service Risk – Provision of school places	-	-	6	6
Service Risk – 21 st Century Schools	5	4	4	4
Service Risk – Healthy Schools Grant funding	4	4	6	4
Service Risk – New Welsh Medium Primary School	15	15	8	4

Executive Summary from the Head of Service

The Education Service continues to develop and deliver effective leadership and provision, which has been reflected in the response of the service to the Covid 19 pandemic. Central education worked with schools to provide childcare and support for children of critical workers and to vulnerable learners. In September 2020 schools reopened in line with Newport City Council recovery objectives and Welsh Government guidance linked to school operations and the development of blended learning.

School finances remains a significant priority for the service and is an area of focussed activity. The service has continued to progress key objectives aligned to recommendations made by Estyn following the November 2018 and the Joint Services Inspection that took place in December 2019. Furthermore, actions to address local priorities identified through comprehensive monitoring and self-evaluation have been appropriately progressed.

Glossary

Actions (Red / Amber / Green)

C	Green RAG – Completed
	Green RAG – Action is on course to be completed within timescale
	Amber RAG – There are potential issues which unless addressed the action might not be achieved within agreed timescales.
	Red RAG – The action requires immediate action to achieve delivery within agreed timescales.
?	Unknown RAG (Data missing)

Service Plan Update (30th September 2020)

1. Improve School Standards

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1.0	Revise the Education Achievement Service Business Plan to ensure actions for educational development from self-evaluation of academic performance at all levels across the city.	Individual learners will achieve their school level targets and schools will achieve their statutory targets e.g. capped nine.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils.	1 st January 2020	31 st March 2021	50%	Development of the 2020/21 EAS Business Plan will begin in January 2021.
Page 13	(Estyn Rec 1) Continue to develop the learning network school (LNS) strategy and the cluster-based approaches to capacity building professional learning and accountability.	Reduction of between and within-school variation and all pupils make appropriate progress Fewer schools require the highest levels of Challenge Advisor support	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st April 2020	31 st March 2021	50%	The LNS membership and allocation of support has been updated for the academic year 2020/21.
1.2	(Estyn Rec 1) Implement and share learning from secondary school RADY (Raising Achievement of Disadvantaged Youngsters) projects to cluster primary schools	Schools set aspirational individual pupil targets, accurately track pupil progress over time and secure strong progress for nearly all pupils;	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st September 2020	31 st March 2021	50%	The RADY project has continued in secondary schools and has been extended to a number of cluster primary schools.
2.0	(Estyn Rec 2) Newport Education Services acts as a	60% of PDG spend is directed to KS3 and spend is informed and aligned to	Strategic Recovery Aim 1: Work to prevent and reduce inequality of	1 st September 2020	30 th November 2020	50%	All secondary school and a sample of primary school grant plans are being reviewed in Academic Performance

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
	professional partner to approve all secondary school Pupil Development Grant (PDG) and School Development Plans (SDP) and for sample primary schools	appropriate Sutton Trust activities.	progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.				Review meetings. Chaired by the Chief Education Officer or Deputy Chief Education Officer, the meetings include the head teacher, Chair of Governors and senior EAS colleagues.
21 Page 14	(Estyn Rec 2) Monitor impact of Well-being and Looked After Children Cluster Grant plans.	All cluster pupil development grant plans are agreed by a professional partner approval panel to ensure a wider stakeholder engagement and ownership of this process.	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	1 st April 2020	31 st January 2021	50%	These will be reviewed in late autumn 2020.
3	Embed the Learn Well Strategy involving representatives from across NCC.	Reduction in the attainment gap for learner eFSM and non-FSM.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st April 2020	31 st March 2021	50%	The Learn well Strategic group and sub-groups have continued to meet throughout the pandemic. Work plans are being revised to support covid recovery.
4	Provide professional learning for Chairs and Vice-Chairs of Governors in secondary schools focussing on improving the quality of leadership	Reduction in the attainment gap for learner eFSM and non-FSM	Not Applicable	1 st September 2020	31 st March 2021	50%	In addition to Governor support provided by the EAS, Local Authority briefings on safeguarding, pupil attendance and the EdTech IT infrastructure project have been sent to governors of Newport schools.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
	and teaching and learning.	Increased average Capped Nine scores for individual schools					
5	Support schools to ensure that curriculum pathways provide an appropriate choice for all learners both pre and post 16.	Reduction in the attainment gap for learner eFSM and non-FSM. Increased average Capped Nine scores for individual schools. Increased learner outcomes Post 16.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st April 2020	31 st March 2021	50%	Schools have worked with the Local Authority and Careers Wales to support young people to access appropriate destinations on leaving school.
Page 15 6	Evaluate the current range of enhanced curriculum opportunities funded via the pupil development grant and share best practice across the secondary phase.	Reduction in the attainment gap for learner eFSM and non-FSM Increased average Capped Nine scores for individual schools.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st April 2020	31 st March 2021	50%	Nearly all schools with secondary age learners align a significant proportion of their PDG to in-house interventions to enhance literacy and numeracy skills. There is evidence of a growing range of enhanced curriculum opportunities detailed within secondary school Pupil Development Plans. They include: <ul style="list-style-type: none"> • Learning coaches to support FSM learners. • Provision of Breakfast Clubs Family Engagement Officers. • Access to external alternative provision. For example, Newport City Cycles, ASPIRE, Coleg Gwent - Hair and Beauty Courses, specialist music provision and enhanced library services. <p>A minority of secondary schools used their PDG to fund software, for example Class charts, SMID. A few secondary schools used their PDG on professional learning opportunities such as</p>

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
							Accelerated Reading, Touch Trust. The impact of the above interventions and curriculum enhancements will be captured in the PDG evaluations, in line with a Schools Readiness Approach to completing Grant Plans (due to COVID - 19).
7	Review and refine coordinated Challenge Advisor and subject specific support and delivery in identified schools e.g. block time challenge adviser and school to school models.	Increased average Capped Nine scores for individual schools. Improved Estyn outcomes for individual schools.	Not Applicable	1 st April 2020	31 st March 2021	50%	Bespoke professional support has been provisioned for schools by the EAS. This includes working alongside classroom teachers and supporting quality assurance by senior leaders within schools.

2. Increase school attendance rates and reduce exclusion rates

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	Provide support for schools with re-engaging pupils in their education following the period of enforced closure	Reduction in primary and secondary school rates of persistent absence.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st September 2020	31 st July 2021	30%	All learners, including those that were previously shielding were expected to return to their school from 14th September 2020. In most schools, a minority of pupils have not returned as a result of parental concerns about transmission of the Covid-19 virus. These concerns are initially followed up by the school. Concerns are then escalated to the Education Welfare Service after the school has made every attempt to engage the family.
2	Implement the NCC attendance strategy to reduce rates of persistent absenteeism.	Reduction in primary and secondary school rates of persistent absence.	Not Applicable	1 st April 2019	31 st July 2021	50%	<p>The Welsh Government has removed the requirement for schools to set attendance targets for the 2020-2021 academic year. However, the monitoring of attendance remains an important practice for both the local authority and schools.</p> <p>All learners, including those that were previously shielding were expected to return to their school from 14 September 2020. In most schools, a minority of pupils have not returned as a result of parental concerns about transmission of the Covid-19 virus. These concerns are initially followed up by the school. Concerns are then escalated to the Education Welfare Service after the school has made every attempt to engage the family.</p> <p>The use of Fixed Penalty Notices or proceedings for non-attendance is not currently recommended for local authorities / schools. The Welsh</p>

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
							Government will review this position at October half term.
3	Develop and implement a new school attendance media campaign.	Media campaign is used by schools across the city	Not Applicable	1 st April 2019	31 st July 2021	50%	A suite of marketing resources for use in primary schools was circulated in September 2020, this included banners and posters. A similar suite of resources for use in secondary schools is in the final stages of development. Social media posts were routinely made on the NCC Twitter and Facebook pages during September and October. These promoted key, positive messages about attendance at school.
Page 18	Ensure cluster attendance policies are developed and implemented.	Many clusters use a cluster attendance policy to develop a consistent approach to supporting their work to improve rates of attendance	Not Applicable	1 st April 2019	31 st July 2021	50%	No further progress has been made with the development of cluster policies. However, a consistent approach to the use of attendance codes has been implemented across all clusters and schools. This will help support our understanding of the impact of Covid-19 on school attendance.
5	Ensure parental applications for Elective Home Education are monitored and tracked to provide an understanding of trends and support needs.	An accurate overview is in place of the numbers of children who are electively home educated in Newport to promote their access to an appropriate education	Not Applicable	1 st April 2020	31 st July 2022	30%	An increasing number of parents are electing to home educate their children. As of 31 st August 2020, 130 children were recorded as being home educated in Newport. This increased to 156 by the end of September 2020. Parental notification of an intention to home educate is followed up by an Education Welfare Officer within 2 weeks of receipt.
6	Implement the multi-agency 'Managing Weapons in School' policy.	A clear protocol is in place for searching pupils along with clear, consistent procedures relating to finding weapons or drugs, promoting staff and student safety.	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored	1 st April 2019	31 st March 2021	75%	The draft Managing Weapons in School policy is being reviewed by police colleagues to ensure all processes and support align. The policy is due to be finalised and implemented across all Schools during the autumn term.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
			interventions specific to their needs, including consideration of language, culture and points of access.				
7	Audit partial timetable usage across all school sectors and develop an agreed policy for the administration and monitoring of partial timetables.	A partial timetable policy is in place with clear reporting and monitoring procedures to promote learner access to an appropriate education	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	1 st September 2020	31 st March 2021	15%	An initial discussion has taken place with Senior Secondary School representatives regarding the partial timetable audit and the development of a policy. This work will be progressed through the autumn and spring period.
8	Audit calming room and timeout room usage across all school sectors and update the current policy in liaison with the safeguarding lead and the health and safety team.	A Calming room and Timeout policy is in place with clear recording and reporting procedures promoting staff and student safety.	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	1 st October 2020	31 st March 2021	N/A	This action commences in Quarter 3.
9	To carefully monitor the number and reasons for exclusions on a weekly, monthly and termly basis;	Exclusion rates continue to be reduced across the city.	Strategic Recovery Aim 1: Work to prevent and reduce	1 st September 2020	31 st March 2021	30%	Due to school closures from 20 th March 2020 there were no exclusions recorded during the summer term. However, advice and support for staff working with children

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
	and provide support to schools to ensure Covid-19 does not negatively influence the number of exclusions.		inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.				and young people attending the childcare hubs was provided during this period. This included providing consultations following incidents of challenging behaviours, consulting with stakeholders regarding PPE requirements for staff in more specialist settings and wider inclusion related matters. Since the start of September exclusions have been carefully monitored and advice has been given to Schools experiencing pupils with challenging behaviours. Weekly discussions take place at the Secondary Managed Move panel to problem solve and share good practice.

3. Further improve pupil well-being and equity in education

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	To support all non-maintained settings and all schools to work towards the Healthy Pre-Schools Award and the National Quality Award (NQA) for Healthy Schools.	40 schools are accredited with Healthy Schools awards at level 4 and level 5.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils	1 st April 2019	31 st July 2021	50%	Schools continue to work towards achieving the National Quality Award (NQA) for Healthy Schools. Twelve schools currently hold the NQA with the Healthy Schools Coordinator supporting 18 further schools to move to the next phase of this award.
Page 21	(Estyn Rec 2) Work with partners to embed the priorities of the Learn Well Plan which focuses on improving the attainment of vulnerable groups.	The attainment gap between key vulnerable groups of learners (BAME, CLA, FSM, ALN) and other learners is decreased.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	1 st September 2020	31 st March 2022	25%	Partners involved in the Learn Well Plan strategy include officers from Central Education; Policy, Partnership and Involvement; Children Services; Preventions; Regeneration, Investment and Housing; City Services and Newport Live. Groups meet to focus on strategies to connect and engage vulnerable pupils with schools; ensure they are health aware and involved in decision making.
3	Embed the implementation of the new national 'safeguarding toolkit' for schools.	All schools have effective safeguarding processes in place.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils.	1 st April 2019	31 st March 2022	30%	In July 2020 30% of schools were using the safeguarding toolkit. The safeguarding toolkit format is not mandatory; most schools still prefer to use the NCC model and some use the Estyn format. The revised Keeping Learners Safe guidance, due to be published by the end of October 2020, will include the toolkit as an exemplar and it is expected that this will encourage more schools to use the format. An exemplar toolkit will be completed and shared with schools by the end of the Autumn term for support.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
4	All education Services staff to have completed relevant safeguarding training	All staff are appropriately trained to facilitate safeguarding arrangements	Not Applicable	1 st April 2019	31 st March 2021	88%	88% of central education staff have completed/updated their safeguarding training within the last three years. 100% of GEMS and Gwent Music staff have completed their appropriate safeguarding training. Update training for central education staff that would have taken place during the summer term 2020 has not taken place due to Covid and there are new members of staff within the department who require training. Those staff who are due to complete/renew their training have opportunities to attend training during the Autumn 2020.
Page 22	Ensure that all secondary schools are aware of the Serious and Organised Crime (SOC) initiatives.	All secondary schools actively support the multi-agency anti-SOC initiatives.	Not Applicable	1 st September 2020	31 st July 2022	14%	An initial discussion has taken place with Secondary School colleagues at Managed Move panel regarding the Serious Organised Crime initiatives taking place across the city.
6	Develop, disseminate and implement guidance to schools in relation to serious self-harm and potential suicide.	Staff in schools can advise and implement risk reduction strategies for relevant pupils.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils.	1 st April 2020	31 st March 2021	75%	Newport Principal Educational Psychologist participated in the Gwent Suicide and Self-Harm task & finish group to develop a Multi-agency protocol for the management of high risk cases of Self Harm and potential suicide. The finalised protocol is due to be circulated to Schools in October for implementation.
7	Review with relevant regional partners what provision is available and required to ensure all pupils with ALN have the opportunities to return to study up to age 25.	Further regional opportunities are available for ALN learners up to 25 years old.	Not Applicable	1 st October 2020	31 st March 2021	N/A	This action commences in quarter 3.
8	(Estyn Rec 1) Continue to implement a range of the curriculum	100% of pre-16 CLA pupils have access to an appropriate curriculum.	Not Applicable	1 st September 2020	31 st July 2022	10%	To support children who are looked after, additional grant funding has been sought to provide a learning coach who will

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
	opportunities for pre-16 children who are looked after.						provide support for those learners at risk of criminal exploitation. The Learning Coach will work with the Looked After Childrens Education Coordinators to share resources and best practice.
9	To further the implementation of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	All ALN pupils are appropriately supported through evidenced based interventions that are monitored to ensure positive pupil outcomes.	Not Applicable	1 st April 2020	31 st March 2022	50%	Due to COVID-19 response, Regional Consortia work was impacted. Despite this, ALN Statutory Officers continued to meet to progress work stream and ALNCO in Schools continued to be updated via email by the Inclusion Enrichment Team (IET) with any developments received from ALN Transformational Leads. The IET rolled out training to Flying Start, Non-Maintained, Private and Child-Minders on ALN transformation Modules as agreed via SEWC. Regional training event that was due to take place regarding role of the ALNCO was cancelled due to COVID-19. This has yet to be re-arranged.
10	To review the staffing resources needed to implement the demands of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	The Inclusion Enrichment Team is appropriately resourced to ensure all statutory duties are fulfilled.	Not Applicable	1 st September 2020	31 st March 2022	20%	Initial conversations have taken place with Inclusion team leaders to identify resources required to meet the demands of the ALN Educational Tribunal Act. The statutory role of the Early Years ALN Lead is in the process of being finalised in preparation for January 2021.

4. To further develop a motivated, capable and engaged workforce

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	Map and expand participation of all Education Services staff in professional learning, with particular focus on self-evaluation and value for money assessments.	A consistent, high quality approach to self-evaluation will be completed by all officers. Value for money, high quality provision is offered by all central and commissioned services.	Not Applicable	1 st April 2020	31 st March 2022	25%	Professional learning this year has included holding extended management team weekly meetings; having two associate members of the Education Senior Management Team each term on a rotating basis; and delivery of Civil Contingencies training to senior and middle leaders with Education Services.
Page 24	(Estyn Rec 3) Middle Leaders present high quality monitoring and evaluation presentations at termly Education Service events and at weekly ESMT meetings	A consistent, high quality approach to self-evaluation will be completed by all officers. An improvement in team performance measures that appropriately focus on outcomes.	Not Applicable	1 st April 2020	31 st March 2022	25%	Middle leaders continue to prepare and present monitoring and evaluation reports to the education senior management team in line with the Education Services self-evaluation policy. All reports are located on a shared drive to support professional learning of all senior and middle leaders.

5. Developing quality learning pathways and provisions

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	Complete all works linked to the Education Capital Programme for 2020/21.	Individual projects are progressed within the allocated budget and to agreed timescales. This monitored and reported via the People's Services Capital Programme Board chaired by the Chief Education Officer	Not Applicable	1 st April 2020	31 st March 2021	40%	Work has progressed on the Education Capital Programme despite Covid. However, Covid has had an effect in terms of cost estimates which appear to be higher than previously anticipated, leading to value engineering in respect of some projects. The Education Service continues to identify ways in which to make best use of available grant funding, with the Reducing Class Sizes projects both due to conclude in the 2020/21 financial year.
Page 25 2	To continue 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 which will reduce the need for Out of County placements.	Specialist ALN provision is available within the city reducing the need for Out of County Placements.	Not Applicable	1 st April 2020	31 st March 2022	40%	Due to an identified shortage of specialist ASD Placements for Foundation Phase pupils it was decided to expand Rogerstones Learning Resource Base provision to include a 10 place specialist ASD provision from 1st September 2020. The staff at the Rogerstone base work closely with the staff at Ysgol Bryn Derw to ensure a consistent approach in supporting pupils with ASD. Additional placements have also been purchased from Newport Live to add capacity for pupils with Social, Emotional, Behaviour difficulties in KS3 and KS4.
3	Review School Funding Formula.	Funding is allocated to schools on a fair and appropriate basis.	Not Applicable	1 st April 2020	31 st March 2022	25%	School budget forum have established working groups to review specific aspects of the school funding formula.
4	To revise secondary school catchment areas to ensure sufficiency of secondary school places across the city	A proposal to revise catchment areas has been included in the consultation on admission arrangements for 2021 and if approved will support the sufficiency of	Not Applicable	1 st September 2019	31 st August 2021	C	The revised catchment areas have now been agreed and will apply to all admissions effective from September 2021 onwards. The Year 7 Phase Transfer window has now opened and priority for admission will be based on these revised catchment areas.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
		school places across the city.					
5	To review and re-profile the 21 st Century Schools Programme, and ensure that each individual project is progressed at the appropriate time and securing WG capital funding approval through the business case process.	The priority projects at Ysgol Gyfun Gwent Is Coed, Bassaleg School, Caerleon Comprehensive School and Whiteheads are progressed within the allocated budget and agreed timescales as outlined within the overall programme. This is monitored bi-monthly through Board Meetings with Newport Norse and reported via the People's Services Capital Programme Board, chaired by the Chief Education Officer.	Not Applicable	1 st April 2020	31 st March 2024	20%	The overall programme was re-profiled earlier this financial year, and an updated Strategic Outline Case will be submitted to Welsh Government shortly for approval. This will give a good indication of the success of future business cases in order to draw down funding. The Council has a good history of successful business case submission.
6	To progress a School Reorganisation proposal to support the expansion of Bassaleg School funded through Band B of the 21 st Century Schools Programme.	The capacity of Bassaleg School will be increased from 1747 to 2050 with effect from September 2023 to ensure that adequate provision exists for children within the catchment area.	Not Applicable	1 st April 2020	31 st August 2021	25%	Permission has now been granted to progress this school reorganisation proposal, and this is due to launch on 1st October 2020.
7	To progress a School Reorganisation proposal to support the expansion of Tredegar Park Primary School funded via the Welsh-medium Capital Grant.	The capacity of Tredegar Park Primary School is increased from 420 to 525 with effect from September 2021 to ensure that adequate provision exists for children within the local area.	Not Applicable	1 st April 2020	31 st August 2021	15%	There remains a desire to expand the school, however the feasibility of building on site is currently being explored due to the flood risks in the area which may affect the ability to obtain planning permission. The Education Service is currently exploring a range of options with colleagues in other service areas.
8	To progress and conclude a School Reorganisation proposal to amalgamate Newport's remaining standalone nursery schools.	Standalone nursery provision will be consolidated in one single school from September 2021 to support future	Not Applicable	1 st April 2020	31 st August 2021	40%	This proposal was re-launched in June 2020, and formal consultation concluded in early September 2020. A consultation report is currently being drafted and will be published shortly.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
		sustainability of the provision.					
9	The new pupil projection model will be refined and suitably tested enabling a series of options to be brought forward for consideration in relation to future secondary provision across Newport.	Appropriate school provision is in place across Newport for all sectors and all language mediums.	Not Applicable	1 st April 2020	31 st March 2021	40%	The revised projection model was used initially in the summer term, and the results are currently being analysed to identify any anomalies. This will be monitored by the Planning of School Places group.
Page 27	Trips and Visits Policy and procedures are reviewed in line with National Guidance and NCC Audit recommendations.	Audit awards an adequate or satisfactory control rating of the trips and visit function.	Not Applicable	1 st April 2020	31 st March 2021	35%	The progress of this has been impacted due to Covid. Other work streams have taken priority particularly in a climate where school trips are being put on hold in response to the pandemic. Nonetheless, it is intended that we will continue to pursue this over the autumn term with a view to the updated policy being shared with governing bodies early in the spring term.
11	Ensure sustainability of Free Breakfast Club provision at primary and nursery schools following incorporation into the School Meals Contract	All existing Free Breakfast Clubs continue to operate effectively, with the same opportunities extended to other schools on request.	Not Applicable	1 st January 2021	31 st August 2021	N/A	This action commences in quarter 4
12	Review Learning Resource Base provision in secondary schools and the associated formula funding.	Appropriate Secondary Learning Resource Base provision is available for MLD and ASD pupils.	Not Applicable	1 st October 2020	31 st March 2022	N/A	This action commences in quarter 3
13	In liaison with finance, partners and schools create a sustainable model of delivery to ensure children with ALN are provided with timely	A sustainable financial model for ALN is established.	Not Applicable	1 st October 2020	31 st March 2021	N/A	This action commences in quarter 3

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
	intervention within a prescribed budget without year on year fluctuation.						
14	Work with the EAS to develop and implement a local authority digital strategy	All schools and governing bodies are aware of the local authority digital strategy.	Strategic Recovery Aim 1	1 st April 2020	31 st March 2021	20%	The draft Digital Plan for Schools is in the final stages of completion following periods of consultation with local authority officers, Headteachers, SRS officers and the Youth Council.
Page 28	Establish a Local Authority ICT Strategic group to direct and monitor implementation of the Welsh Government EdTech programme and oversee the effectiveness of the SRS Service Level Agreement for schools.	All schools in Newport meet the baseline national expectation for ICT infrastructure. Increase in the use of Hwb in all schools. Increase in the number of schools receiving ICT support from the LA preferred provider.	Strategic Recovery Aim 1 Support schools to enhance and develop digital skills, digital teaching and learning platforms and enhanced support for digitally excluded learners	1 st April 2020	31 st March 2022	25%	The ICT Strategic Group meets to overview the delivery of the Welsh Government EdTech programme and oversee the effectiveness of the SRS Service Level Agreement for schools. 14 schools have now moved from the STEP network to the SRS Schools Edu network. 40 schools have signed up for the SRS IT Service Level Agreement for their curriculum network. Over 3,000 digital devices (Chromebooks, Laptops, PCs and iPads) have also been ordered from the EdTech grant and will be delivered to schools in the new year.
16	Review Post 16 provision within Newport to ensure it is meeting the needs of all learners and provides good value for money.	Collaborative arrangements in all schools deliver a cost effective provision. Improvement in ALPS quality indicator for individual schools. Plans for a sixth form at Ysgol Gyfun Gwent Is Coed are developed and implemented in readiness for a September 2022 start.	Not Applicable	1 st April 2019	31 st March 2022	50%	Level performance improved across all schools in 2020. An initial planning meeting has taken place with Ysgol Gyfun Gwent Is Coed to discuss the introduction of post 16 provision from September 2021.
17	To progress with the Accessibility Strategy for Schools and to develop a phased approach to	Identify requirements for improved access to halls and classrooms for people with mobility or sensory	Not Applicable	1 st April 2020	31 st March 2022	30%	Funding has been granted to enable the five projects identified under Phase 1 (hall accessibility) to be taken forward. Phase

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
	improve physical environments in schools.	impairments. Funding for priority improvements will be subject to business case approval.					2 feasibility (classroom accessibility) will commence in the autumn term.
18	To develop and implement a joint ALN and Admissions process regarding allocation of school placements based on parental preference to safeguard and minimise appeals processes.	Offer of placements will be subject to multi-disciplinary team approval where the School Admissions Code and SEN Code of Practice are not aligned.	Not Applicable	1 st April 2020	31 st March 2022	55%	Strategic leaders for Admissions and Inclusion have met to discuss the processes and difficulties associated with Statemented pupils applying through the admissions process. It was agreed that an amendment was needed in the Newport Admissions policy for 2022 to ensure a smother process for Statemented pupils admissions via SEN panel rather than through the Admissions team. Draft amendments to the process are currently being reviewed by both service areas.

6. Improve learner voice in decision making

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	(Estyn Rec 4) Embed the Pupil Participation Network in primary schools across all clusters.	Strong and effective practice is shared across primary schools.	Not Applicable	1 st September 2020	31 st March 2022	10%	The Partnership Officer for Participation will continue to schedule network meetings for primary schools from the Spring Term 2020 onwards.
2	(Estyn Rec 4) To raise the profile of the Youth Council and consider ways in which it can link with school councils across Newport secondary schools. Implement ways of linking the Youth Council and school councils across the secondary sector.	Effective communication is in place between the Youth Council and secondary school councils.	Not Applicable	1 st April 2019	31 st March 2022	55%	An Education Question and Answer activity has been completed with the Youth Council to provide information about the work of the service area and support the development of links with schools.
3	(Estyn Rec 4) Work with partners to embed the Participation Strand of the Learn Well Plan which focuses on increasing the involvement of children and young people in decision making.	Increase in number of decision-making activities involving children and young people, particularly those who represent vulnerable groups.	Not Applicable	1 st September 2020	31 st March 2022	55%	The Participation Group continue to meet. Ideas have been explored about new ways to enable young people to participate in decision making. Young people working with the Youth Justice Service have increased their rate of engagement in meetings as they are now able to access these online. The Bridge Achievement Centre has also presented to Welsh Government about their development of Google Classrooms as a way of increasing the involvement of young people. The Youth Council has continued to meet online. Schools are considering how they will set up school council meetings to make use of online meetings, particularly as blended learning arrangements remain in place.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
4	(Estyn Rec 4) Involve children and young people in the development of key policies that affect them and reflect the priorities identified by the Youth Council.	The revised Local Authority Anti-Bullying Policy is developed in partnership with children and young people. A LGBTQ+ guide for schools is developed in partnership with children and young people.	Not Applicable	1 st September 2020	31 st March 2022	12%	The draft Digital Policy for Schools was shared with the Youth Council with their ideas being included in the final draft of this document. A bus WiFi survey was circulated in September 2020 to gather young people's views about bullying to include in the new anti-bullying model policy.
Page 31 5	(Estyn Rec 4) Most Education Service Team on a Page priorities to include capture of pupil voice activity at least 2 occasions in an academic year.	Increase in the number of decision making activities involving young people.	Not Applicable	1 st April 2020	31 st March 2022	50%	Most Education Service Team on a Page priorities include capture of pupil voice activity on at least 2 occasions in an academic year. To date this year this includes: Bus WiFi survey of young people to collect views on bullying Pupils at Kimberley nursery took part in a consultation activity in July concerning the proposed amalgamation of that school. A design workshop has been held with pupils at Bassaleg School in relation to the proposed Band B project. Pupils were invited to comment on early design proposals and submit their thoughts on potential changes to the designs. 121 parents and children completed an early years setting survey the results of which was shared with settings
6	(Estyn Rec 4) To establish a mechanism to allow policies to be shared with young people.	This will enable effective communication, engagement and involvement.	Not Applicable	1 st April 2019	19 th July 2021	60%	Two approaches have been successfully trialled. The draft Digital Policy for Schools was shared with the Youth Council with their ideas being included in the final draft of this document.

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
							A bus WiFi survey was circulated in September 2020 to gather young peoples' views about bullying to include in the new anti-bullying model policy

7. Promote access to Welsh medium education

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	(Estyn Rec 5) Work with partners to support new early years provision through the non-maintained sector and childcare settings	Increased provision of Welsh-medium early years' places.	Not Applicable	1 st April 2020	31 st March 2021	50%	Welsh medium registered education provider nurseries have been commissioned and will be offering provision from January 2021.
2	(Estyn Rec 5) Ensure that Welsh Medium (WM) provision is established to support pupils with Additional Learning Needs	Good quality ALN provision will be created to support pupils attending WM schools. The permanent location for the new Welsh-medium primary school will include provision for a Learning Resource Base.	Not Applicable	1 st April 2019	31 st August 2023	70%	This proposal has now concluded and been formally approved. The new school will include dedicated ALN provision when it relocates to the permanent site in September 2023.
3	(Estyn R5) To progress and conclude the school reorganisation proposal to establish a 4th Welsh-medium primary school and subsequently to support the school to open as planned. This will include revised WM primary school catchment areas.	The number of Welsh-medium primary school places will be increased by 50%.	Not Applicable	1 st April 2019	31 st August 2020	100%	This proposal has now concluded and been formally approved. The new school will open as planned in September 2021, and revised Welsh-medium primary school catchment areas will also take effect for all admissions effective on or after this date.
4	To draft a new Welsh in Education Strategic Plan for Newport in consultation with colleagues and partners including the Welsh in Education Forum	A new WESP will be agreed for the period 2021 to 2031.	Not Applicable	1 st January 2021	31 st August 2022	N/A	This action commences in quarter 4
5	To develop a regional Managed Move protocol between the Welsh Secondary Schools.	Effective arrangements are in place for managed moves in the Welsh sector for	Not Applicable	1 st October 2020	31 st July 2021	N/A	This action commences in quarter 3

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
		pupils at risk of managed moves.					
6	(Estyn Rec 5) To review WM primary school catchment areas to support the establishment of the fourth school. Welsh-medium primary school catchment areas are more equitable and support access to Welsh-medium education for children across the city.		Not Applicable	1 st April 2019	31 st August 2020	C	The school reorganisation proposal to support the establishment of the new Welsh-medium primary school also referenced revised Welsh-medium primary school catchment areas. The proposal has now concluded and been formally approved. The new school will open as planned in September 2021, and revised Welsh-medium primary school catchment areas will also take effect for all admissions effective on or after this date.

8. School budgets are effectively managed

Action No.	Action Description	Action Outcome(s)	Strategic Recovery Aim	Start Date	End Date	% of Action Completed (Red / Amber / Green)	Action Commentary
1	<p>Monitor In-year school budgets to ensure budgets are:</p> <ul style="list-style-type: none"> Managed effectively and taking necessary actions to prevent overspending. Effectively taking necessary actions to prevent overspending. <p>Schools that have deficit budget recovery plans are implementing the necessary actions to reduce their overall budget deficits.</p>	Schools all manage their in year budgets.	Not Applicable	1 st April 2020	31 st March 2022	25%	<p>Deficit recovery meetings have taken place regularly for all schools with licenced deficits.</p> <p>Independent financial reviews have taken place of schools with five secondary which has resulted in school specific recommendations to be enacted in school deficit recovery plans.</p> <p>At this stage, four of seven schools with licenced deficits have forecast in year surplus budgets for 2022/21. However, this does not reduce their total deficits.</p>
2	<p>Monitoring of primary, secondary and special schools overall budgets:</p> <ul style="list-style-type: none"> To prevent overspending and take necessary mitigating action(s). <p>Schools with deficit budget recovery plans are implementing the necessary actions to reduce their budget deficits</p>	Secondary schools are managing their in-year budgets.	Not Applicable	1 st April 2020	31 st March 2022	40%	<p>Forecast overspends are projected to lead to a deficit closing balance for school reserves which will impact the LAs bottom line, although implementation of savings and management of costs has reduced this from previous forecast closing position.</p> <p>The impact of Covid has decreased a number of costs, when compared to the first 2 quarters of 2019/20 financial year, for example agency spend. This will potentially improve the outturn position for schools in year, also many additional costs directly linked to Covid are eligible for recovery from the WG hardship fund and therefore will not detriment the schools position.</p>

Performance Measures as at end of Quarter 2 (30th September 2020)

Due to Covid-19, Welsh Government has agreed to suspend the reporting of attainment and attendance performance measures for the academic years 2019/20 and 2020/21.

Education Services, Service Plan 2018-22 (2020/21)

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Introduction & Background

The Well-being for Future Generations (Wales) Act 2015 requires all public sector bodies to set Well-being objectives in their Corporate Plans. Newport City Council's Corporate Plan 2017-22 has set four Well-being objectives that supports the delivery of Wales' Well-being Goals:

1. To improve skills, educational outcomes and employment opportunities;
2. To promote economic growth and regeneration whilst protecting the environment;
3. To enable people to be healthy, independent and resilient; and
4. To build cohesive and sustainable communities.

Newport Strategic Recovery Aims

At the start of 2020, Wales faced a Covid 19 pandemic which has impacted on the way which Newport Council and Education Services delivers its services to communities. The Council's initial response was to protect frontline services, support the vulnerable in the community and ensure continuity of services. On the Council's road to recovery and reinstatement of services, Newport Council has established [Strategic Recovery Aims](#) that will enable the Council to learn from the impacts that Covid 19 caused, the new and emerging challenges that services face and the opportunities that have emerged from new ways of working. These Aims will support the Council's Corporate Plan and this Service Plan will support the delivery of these aims.

Education Services

Newport City Council, Education Services is responsible for nine secondary schools; 43 primary schools; and two nursery schools. In addition, there is a pupil referral unit and two special schools. Newport is one of five local authorities in the EAS regional consortium for school improvement. The service consists of 11 teams that provide the following support:

- 21st Century Schools
- Early Years
- Education Welfare
- Service Development and Business
- Gwent Education Minority-Ethnic Support (GEMS)
- Gwent Music
- Healthy Schools
- Inclusion Enrichment Team
- School Admissions
- Pupil Referral Unit
- Youth Engagement and Progression

Finance

For 2020/21, Education Services' budget has been set at £15.4M which has increased from £14.2M in 2019/20. Schools budget have also increased from £96.5M in 2019/20 to £106.5M in 2020/21. In Newport, children and young people it is noted:

- Over a three year average, 18.6% of pupils aged 5 to 15 are eligible for free school meals, slightly higher than the Wales average of 17.8%
- 2.6% of pupils aged 5 or over are fluent in Welsh, which is considerably lower than the Wales average of 16.2%
- 25.6% of pupils aged 5 or above are from ethnic minorities, significantly higher than the Wales average of 11.4%
- 20.9% of all pupils have special educational needs, slightly lower than the Wales average of 22.2%
- 106 children per 10,000 were looked after by the local authority as at 31st March 2019, which is lower than the Wales average of 109 children per 10,000.

In November 2018, the Council received a positive report from Estyn, Her Majesty's Inspectorate for Education and Training in Wales. However, it is recognised that further work is required by the Council's Education Service to continue its development and improve education in Newport. These are captured within the Service Plan 2020/21.

Education Services Programmes and Projects 2020-22

To support the delivery of the Council's Corporate Plan 2017-22 objectives, Education Services is delivering the following projects:

Programme / Project Name	Brief Programme / Project Description and how it supports the Corporate Plan.	Wellbeing Objective(s) that it supports	Corporate Theme(s)	Strategic Recovery Aim(s) supported	Programme / Project Start Date	Anticipated Programme / Project Completion Date
Welsh Government EdTech Programme	This is a Welsh Government grant funded programme to deliver Hwb across all schools in Wales through an investment in school broadband, ICT infrastructure, networks and resources. All schools will be expected to meet the minimum expected standards.	Well-being Objective 1 - To improve skills, education and employment opportunities.	Aspirational People	Strategic Recovery Aim 1: Support schools to enhance and develop digital skills, digital teaching and learning platforms and enhanced support for digitally excluded learners	1st April 2020	31st March 2022
21st Century Schools – Ysgol Gyfun Gwent Is Coed	This project will support improvements to the Council's overall asset management by replacing a poor quality teaching block with new accommodation suitable for ensuring that the school is able to deliver all aspects of the secondary school curriculum.	Well-being Objective 1 - To improve skills, education and employment opportunities.	Aspirational People		1st April 2019	31st September 2022
21st Century Schools – Bassaleg School	This project will support improvements to the Council's overall asset management by replacing poor quality and demountable classrooms with new accommodation. The project will also support the sufficiency of school places by increasing the overall capacity of the school.	Well-being Objective 1 - To improve skills, education and employment opportunities.	Aspirational People		1st April 2019	31st September 2022
21st Century Schools – Caerleon Comprehensive School	This project will support improvements to the Council's overall asset management by replacing poor quality and demountable classrooms with new accommodation.	Well-being Objective 1 - To improve skills, education and employment opportunities.	Aspirational People		1st April 2020	30th September 2023
21st Century Schools – New	This project will support the sufficiency of school places through the creation of a new 3-form entry	Well-being Objective 1 - To improve skills,	Aspirational People		1st April 2019	31st January 2023

Programme / Project Name	Brief Programme / Project Description and how it supports the Corporate Plan.	Wellbeing Objective(s) that it supports	Corporate Theme(s)	Strategic Recovery Aim(s) supported	Programme / Project Start Date	Anticipated Programme / Project Completion Date
School at Whiteheads	school to which the oversubscribed Pillgwenlly Primary will relocate.	education and employment opportunities.				
New Welsh-medium Primary School	This is a £5.8m grant funded project which will see the establishment of a new Welsh-medium primary school to support Welsh Government's Cymraeg 2050 charter.	Well-being Objective 1 - To improve education and employment opportunities. skills, and	Aspirational People		1 st April 2019	30 th September 2021

Service Plan Objectives and Actions 2020/21

Education Services has set 7 Objectives to deliver in 2020/21:

Objective 1 – Improve school standards

Objective 2 – Increase school attendance rates and reduce exclusion rates

Objective 3 – Further improve pupil well-being and equity in education

Objective 4 – To further develop a motivated, capable and engaged workforce

Objective 5 – Developing quality learning pathways and provision.

Objective 6 – Improve Learner Voice in decision making

Objective 7 – Promote access to Welsh medium education.

Objective 8 (New) – School budgets are effectively managed

Objective 1		Improve school standards				
Objective Outcome(s)		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 Education Achievement Service (EAS) and detailed in the EAS Business Plan 2020/21. 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.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 - To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.				
Estyn Recommendations		Estyn Recommendation 1 – Improve the overall performance of all secondary schools Estyn Recommendation 2 – Establish a coherent strategy across all relevant services to improve the outcomes of pupils eligible for Free School Meals.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
Page 41	Revise the Education Achievement Service Business Plan to ensure actions for educational development from self-evaluation of academic performance at all levels across the city.	Individual learners will achieve their school level targets and schools will achieve their statutory targets e.g. capped nine.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils.	Deputy Chief Education Officer	1 st January 2020	31 st March 2021
	(Estyn Rec 1) Continue to develop the learning network school strategy and the cluster-based approaches to capacity building professional learning and accountability.	Reduction of between and within-school variation and all pupils make appropriate progress Fewer schools require the highest levels of Challenge Advisor support	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	Deputy Chief Education Officer	1 st April 2020	31 st March 2021
	(Estyn Rec 1) Implement and share learning from secondary school RADY (Raising Achievement of Disadvantaged Youngsters) projects to cluster primary schools	Schools set aspirational individual pupil targets, accurately track pupil progress over time and secure strong progress for nearly all pupils;	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for	Deputy Chief Education Officer	1 st September 2020	31 st March 2021

Objective 1		Improve school standards					
Objective Outcome(s)		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 Education Achievement Service (EAS) and detailed in the EAS Business Plan 2020/21. 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.					
What Well-being Objective(s) does this objective support?		Well-being Objective 1 - To improve skills, education and employment opportunities					
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.					
Estyn Recommendations		Estyn Recommendation 1 – Improve the overall performance of all secondary schools Estyn Recommendation 2 – Establish a coherent strategy across all relevant services to improve the outcomes of pupils eligible for Free School Meals.					
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date	
Page 42			mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.				
	2.0	(Estyn Rec 2) Newport Education Services acts as a professional partner to approve all secondary school Pupil Development Grant (PDG) and School Development Plans (SDP) and for sample primary schools	60% of PDG spend is directed to KS3 and spend is informed and aligned to appropriate Sutton Trust activities.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	Deputy Chief Education Officer Principal Challenge Advisor	1 st September 2020	30 th November 2020
	2.1	(Estyn Rec 2) Monitor impact of Well-being and Looked After Children Cluster Grant plans.	All cluster pupil development grant plans are agreed by a professional partner approval panel to ensure a wider stakeholder engagement and ownership of this process.	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored	Deputy Chief Education Officer	1 st April 2020	31 st January 2021

Objective 1		Improve school standards				
Objective Outcome(s)		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 Education Achievement Service (EAS) and detailed in the EAS Business Plan 2020/21. 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.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 - To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.				
Estyn Recommendations		Estyn Recommendation 1 – Improve the overall performance of all secondary schools Estyn Recommendation 2 – Establish a coherent strategy across all relevant services to improve the outcomes of pupils eligible for Free School Meals.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
Page 43 3			interventions specific to their needs, including consideration of language, culture and points of access.			
	Embed the Learn Well Strategy involving representatives from across NCC.	Reduction in the attainment gap for learner eFSM and non-FSM.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	Deputy Chief Education Officer Assistant Head of Education Engagement & Learning	1 st April 2020	31 st March 2021
	Provide professional learning for Chairs and Vice-Chairs of Governors in secondary schools focussing on improving the quality of leadership and teaching and learning.	Reduction in the attainment gap for learner eFSM and non-FSM Increased average Capped Nine scores for individual schools	Not Applicable	Deputy Chief Education Officer	1 st September 2020	31 st March 2021
	Support schools to ensure that curriculum pathways provide an	Reduction in the attainment gap for learner eFSM and non-FSM.	Strategic Recovery Aim 1:	Deputy Chief Education Officer	1 st April 2020	31 st March 2021

Objective 1		Improve school standards				
Objective Outcome(s)		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 Education Achievement Service (EAS) and detailed in the EAS Business Plan 2020/21. 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.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 - To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.				
Estyn Recommendations		Estyn Recommendation 1 – Improve the overall performance of all secondary schools Estyn Recommendation 2 – Establish a coherent strategy across all relevant services to improve the outcomes of pupils eligible for Free School Meals.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
Page 44	appropriate choice for all learners both pre and post 16.	Increased average Capped Nine scores for individual schools. Increased learner outcomes Post 16.	Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.			
	Evaluate the current range of enhanced curriculum opportunities funded via the pupil development grant and share best practice across the secondary phase.	Reduction in the attainment gap for learner eFSM and non-FSM Increased average Capped Nine scores for individual schools.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	Deputy Chief Education Officer	1 st April 2020	31 st March 2021

Objective 1		Improve school standards				
Objective Outcome(s)		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 Education Achievement Service (EAS) and detailed in the EAS Business Plan 2020/21. 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.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 - To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.				
Estyn Recommendations		Estyn Recommendation 1 – Improve the overall performance of all secondary schools Estyn Recommendation 2 – Establish a coherent strategy across all relevant services to improve the outcomes of pupils eligible for Free School Meals.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
	Review and refine coordinated Challenge Advisor and subject specific support and delivery in identified schools e.g. block time challenge adviser and school to school models.	Increased average Capped Nine scores for individual schools. Improved Estyn outcomes for individual schools.	Not Applicable	Deputy Chief Education Officer	1 st April 2020	31 st March 2021

Objective 2		Increase school attendance rates and reduce exclusion rates					
Objective Outcome(s)		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.					
What Well-being Objective(s) does this objective support?		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					
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.					
Estyn Recommendations		N/A					
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date	
Page 46	Provide support for schools with re-engaging pupils in their education following the period of enforced closure	Reduction in primary and secondary school rates of persistent absence.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	AHE Engagement and Learning	1 st September 2020	31 st July 2021	
	2	Implement the NCC attendance strategy to reduce rates of persistent absenteeism.	Reduction in primary and secondary school rates of persistent absence.	Not Applicable	AHE: Engagement and Learning	1 st April 2019	31 st July 2021
	3	Develop and implement a new school attendance media campaign.	Media campaign is used by schools across the city	Not Applicable	AHE: Engagement and Learning	1 st April 2019	31 st July 2021
	4	Ensure cluster attendance policies are developed and implemented.	Many clusters use a cluster attendance policy to develop a consistent approach to supporting their work to improve rates of attendance	Not Applicable	AHE: Engagement and Learning	1 st April 2019	31 st July 2021
	5	Ensure parental applications for Elective Home Education are monitored and tracked to provide an understanding of trends and support needs.	An accurate overview is in place of the numbers of children who are electively home educated in Newport to promote their access to an appropriate education	Not Applicable	AHE: Engagement and Learning	1 st April 2020	31 st July 2022

Objective 2		Increase school attendance rates and reduce exclusion rates				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		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				
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.				
Estyn Recommendations		N/A				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
6	Implement the multi-agency 'Managing Weapons in School' policy.	A clear protocol is in place for searching pupils along with clear, consistent procedures relating to finding weapons or drugs, promoting staff and student safety.	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	AHE: Inclusion	1 st April 2019	31 st March 2021
7	Audit partial timetable usage across all school sectors and develop an agreed policy for the administration and monitoring of partial timetables.	A partial timetable policy is in place with clear reporting and monitoring procedures to promote learner access to an appropriate education	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported through tailored interventions specific to their needs, including consideration of language, culture and points of access.	AHE: Inclusion	1 st September 2020	31 st March 2021
8	Audit calming room and timeout room usage across all school sectors and update the current policy in liaison with the safeguarding lead and the health and safety team.	A Calming room and Timeout policy is in place with clear recording and reporting procedures promoting staff and student safety.	Strategic Recovery Aim 1: Ensure our diverse communities are appropriately supported	AHE: Inclusion	1 st October 2020	31 st March 2021

Objective 2		Increase school attendance rates and reduce exclusion rates				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		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				
What Corporate Theme(s) does this objective support?		Aspirational People Newport will improve the number of students that achieve at least 5 GCSE A-C in English, Mathematics in line with the Welsh Average.				
Estyn Recommendations		N/A				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
			through tailored interventions specific to their needs, including consideration of language, culture and points of access.			
Page 48 9	To carefully monitor the number and reasons for exclusions on a weekly, monthly and termly basis; and provide support to schools to ensure Covid-19 does not negatively influence the number of exclusions.	Exclusion rates continue to be reduced across the city.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	AHE: Inclusion	1 st September 2020	31 st March 2021

Objective 3		Further improve pupil well-being and equity in education				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 3 – To enable people to be healthy, independent and resilient				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Estyn Recommendation 5 – Deliver the strategic plans to develop Welsh-medium education further.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
1	To support all non-maintained settings and all schools to work towards the Healthy Pre-Schools Award and the National Quality Award (NQA) for Healthy Schools.	40 schools are accredited with Healthy Schools awards at level 4 and level 5.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils	AHE: Engagement and Learning	1 st April 2019	31 st July 2021
Page 49 ²	(Estyn Rec 2) Work with partners to embed the priorities of the Learn Well Plan which focuses on improving the attainment of vulnerable groups.	The attainment gap between key vulnerable groups of learners (BAME, CLA, FSM, ALN) and other learners is decreased.	Strategic Recovery Aim 1: Work to prevent and reduce inequality of progress and outcomes in education for mainstream and vulnerable learners through the implementation of the National Continuity of Learning Plan.	AHE: Engagement and Learning	1 st September 2020	31 st March 2022
3	Embed the implementation of the new national 'safeguarding toolkit' for schools.	All schools have effective safeguarding processes in place.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils.	Deputy Chief Education Officer	1 st April 2019	31 st March 2022
4	All education Services staff to have completed relevant safeguarding training	All staff are appropriately trained to facilitate safeguarding arrangements	Not Applicable	Deputy Chief Education Officer	1 st April 2019	31 st March 2021

Objective 3		Further improve pupil well-being and equity in education				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 – To improve skills, education and employment opportunities Well-being Objective 3 – To enable people to be healthy, independent and resilient				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Estyn Recommendation 5 – Deliver the strategic plans to develop Welsh-medium education further.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
5	Ensure that all secondary schools are aware of the Serious and Organised Crime (SOC) initiatives.	All secondary schools actively support the multi-agency anti-SOC initiatives.	Not Applicable	AHE: Inclusion	1 st September 2020	31 st July 2022
6	Develop, disseminate and implement guidance to schools in relation to serious self-harm and potential suicide.	Staff in schools can advise and implement risk reduction strategies for relevant pupils.	Strategic Recovery Aim 1: Support schools and other education establishments to safely reopen for both school staff and pupils.	AHE: Inclusion	1 st April 2020	31 st March 2021
7	Review with relevant regional partners what provision is available and required to ensure all pupils with ALN have the opportunities to return to study up to age 25.	Further regional opportunities are available for ALN learners up to 25 years old.	Not Applicable	AHE: Inclusion	1 st October 2020	31 st March 2021
8	(Estyn Rec 1) Continue to implement a range of the curriculum opportunities for pre-16 children who are looked after.	100% of pre-16 CLA pupils have access to an appropriate curriculum.	Not Applicable	AHE: Engagement and Learning	1 st September 2020	31 st July 2022
9	To further the implementation of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	All ALN pupils are appropriately supported through evidenced based interventions that are monitored to ensure positive pupil outcomes.	Not Applicable	AHE: Inclusion	1 st April 2020	31 st March 2022
10	To review the staffing resources needed to implement the demands of the Additional Learning Needs (ALN) and Educational Tribunal Act 2018.	The Inclusion Enrichment Team is appropriately resourced to ensure all statutory duties are fulfilled.	Not Applicable	AHE: Inclusion	1 st September 2020	31 st March 2022

Objective 4		To further develop a motivated, capable and engaged workforce				
Objective Outcome(s)		To improve people's lives, we need a very strong leadership that is supported by motivated, engaged and committed staff who have the skills and calibre of the highest quality.				
What Well-being Objective(s) does this objective support?		Not Applicable				
What Corporate Theme(s) does this objective support?		Not Applicable				
Estyn Recommendations		Estyn Recommendation 1 – Improve overall performance of all secondary schools Estyn Recommendation 3 – Ensure that self-evaluation activities focus on the impact that services have on outcomes and their value for money				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
1	Map and expand participation of all Education Services staff in professional learning, with particular focus on self-evaluation and value for money assessments.	A consistent, high quality approach to self-evaluation will be completed by all officers. Value for money, high quality provision is offered by all central and commissioned services.	Not Applicable	Deputy Chief Education Officer	1 st April 2020	31 st March 2022
	(Estyn Rec 3) Middle Leaders present high quality monitoring and evaluation presentations at termly Education Service events and at weekly ESMT meetings	A consistent, high quality approach to self-evaluation will be completed by all officers. An improvement in team performance measures that appropriately focus on outcomes.	Not Applicable	Deputy Chief Education Officer	1 st April 2020	31 st March 2022

Objective 5		Developing quality learning pathways and provisions				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		Well-being objective 1 – To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Not Applicable				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
1	Complete all works linked to the Education Capital Programme for 2020/21.	Individual projects are progressed within the allocated budget and to agreed timescales. This monitored and reported via the People's Services Capital Programme Board chaired by the Chief Education Officer	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st March 2021
Page 52	To continue 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 which will reduce the need for Out of County placements.	Specialist ALN provision is available within the city reducing the need for Out of County Placements.	Not Applicable	AHE: Inclusion	1 st April 2020	31 st March 2022
3	Review School Funding Formula.	Funding is allocated to schools on a fair and appropriate basis.	Not Applicable	Chief Education Officer	1 st April 2020	31 st March 2022
4	To revise secondary school catchment areas to ensure sufficiency of secondary school places across the city	A proposal to revise catchment areas has been included in the consultation on admission arrangements for 2021 and if approved will support the sufficiency of school places across the city.	Not Applicable	Service Manager - Resources & Planning	1 st September 2019	31 st August 2021
5	To review and re-profile the 21 st Century Schools Programme, and ensure that each individual project is progressed at the appropriate time and securing WG capital funding approval through the business case process.	The priority projects at Ysgol Gyfun Gwent Is Coed, Bassaleg School, Caerleon Comprehensive School and Whiteheads are progressed within the allocated budget and agreed timescales as outlined within the overall programme. This is monitored bi-monthly through Board Meetings with Newport Norse and	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st March 2024

Objective 5		Developing quality learning pathways and provisions				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		Well-being objective 1 – To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Not Applicable				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
		reported via the People's Services Capital Programme Board, chaired by the Chief Education Officer.				
6	To progress a School Reorganisation proposal to support the expansion of Bassaleg School funded through Band B of the 21 st Century Schools Programme.	The capacity of Bassaleg School will be increased from 1747 to 2050 with effect from September 2023 to ensure that adequate provision exists for children within the catchment area.	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st August 2021
7	To progress a School Reorganisation proposal to support the expansion of Tredegar Park Primary School funded via the Welsh-medium Capital Grant.	The capacity of Tredegar Park Primary School is increased from 420 to 525 with effect from September 2021 to ensure that adequate provision exists for children within the local area.	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st August 2021
8	To progress and conclude a School Reorganisation proposal to amalgamate Newport's remaining standalone nursery schools.	Standalone nursery provision will be consolidated in one single school from September 2021 to support future sustainability of the provision.	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st August 2021
9	The new pupil projection model will be refined and suitably tested enabling a series of options to be brought forward for consideration in relation to future secondary provision across Newport.	Appropriate school provision is in place across Newport for all sectors and all language mediums.	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st March 2021
10	Trips and Visits Policy and procedures are reviewed in line with National Guidance and NCC Audit recommendations.	Audit awards an adequate or satisfactory control rating of the trips and visit function.	Not Applicable	Service Manager – Resources & Planning	1 st April 2020	31 st March 2021
11	Ensure sustainability of Free Breakfast Club provision at primary	All existing Free Breakfast Clubs continue to operate effectively, with the	Not Applicable	Service Manager –	1 st January 2021	31 st August 2021

Objective 5		Developing quality learning pathways and provisions				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		Well-being objective 1 – To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Not Applicable				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
	and nursery schools following incorporation into the School Meals Contract	same opportunities extended to other schools on request.		Resources & Planning		
12	Review Learning Resource Base provision in secondary schools and the associated formula funding.	Appropriate Secondary Learning Resource Base provision is available for MLD and ASD pupils.	Not Applicable	AHE: Inclusion	1 st October 2020	31 st March 2022
13	In liaison with finance, partners and schools create a sustainable model of delivery to ensure children with ALN are provided with timely intervention within a prescribed budget without year on year fluctuation.	A sustainable financial model for ALN is established.	Not Applicable	AHE: Inclusion	1 st October 2020	31 st March 2021
14	Work with the EAS to develop and implement a local authority digital strategy	All schools and governing bodies are aware of the local authority digital strategy.	Strategic Recovery Aim 1	AHE: Engagement and Learning	1 st April 2020	31 st March 2021
15	Establish a Local Authority ICT Strategic group to direct and monitor implementation of the Welsh Government EdTech programme and oversee the effectiveness of the SRS Service Level Agreement for schools.	All schools in Newport meet the baseline national expectation for ICT infrastructure. Increase in the use of Hwb in all schools. Increase in the number of schools receiving ICT support from the LA preferred provider.	Strategic Recovery Aim 1 Support schools to enhance and develop digital skills, digital teaching and learning platforms and enhanced support for digitally excluded learners	AHE: Engagement and Learning	1 st April 2020	31 st March 2022

Objective 5		Developing quality learning pathways and provisions				
Objective Outcome(s)		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.				
What Well-being Objective(s) does this objective support?		Well-being objective 1 – To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Not Applicable				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
16	Review Post 16 provision within Newport to ensure it is meeting the needs of all learners and provides good value for money.	Collaborative arrangements in all schools deliver a cost effective provision. Improvement in ALPS quality indicator for individual schools. Plans for a sixth form at Ysgol Gyfun Gwent Is Coed are developed and implemented in readiness for a September 2022 start.	Not Applicable	AHE: Engagement & Learning	1 st April 2019	31 st March 2022
Page 55	To progress with the Accessibility Strategy for Schools and to develop a phased approach to improve physical environments in schools.	Identify requirements for improved access to halls and classrooms for people with mobility or sensory impairments. Funding for priority improvements will be subject to business case approval.	Not Applicable	Service Manager - Resources & Planning	1 st April 2020	31 st March 2022
18	To develop and implement a joint ALN and Admissions process regarding allocation of school placements based on parental preference to safeguard and minimise appeals processes.	Offer of placements will be subject to multi-disciplinary team approval where the School Admissions Code and SEN Code of Practice are not aligned.	Not Applicable	AHE: Inclusion Service Manager: Resources and Planning	1 st April 2020	31 st March 2022

Objective 6	Improve learner voice in decision making
Objective Outcome(s)	Strengthen opportunities at a local authority level for children and young people to influence decisions that affect them.
What Well-being Objective(s) does this objective support?	Well-being Objective 1 – To improve skills, education and employment opportunities.
What Corporate Theme(s) does this objective support?	Resilient Communities – The Newport Children’s Charter sets out our commitment to children and families including headline commitments to children in care and care leavers.
Estyn Recommendations	Estyn Recommendation 4 – Strengthen opportunities at a local authority level for children and young people to influence decisions that affect them.

Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
1	(Estyn Rec 4) Embed the Pupil Participation Network in primary schools across all clusters.	Strong and effective practice is shared across primary schools.	Not Applicable	AHE: Engagement and Learning Policy Partnership and Involvement Manager (People and Business Change)	1 st September 2020	31 st March 2022
2	(Estyn Rec 4) To raise the profile of the Youth Council and consider ways in which it can link with school councils across Newport secondary schools. Implement ways of linking the Youth Council and school councils across the secondary sector.	Effective communication is in place between the Youth Council and secondary school councils.	Not Applicable	AHE: Engagement and Learning Policy Partnership and Involvement Manager (People and Business Change)	1 st April 2019	31 st March 2022
3	(Estyn Rec 4) Work with partners to embed the Participation Strand of the Learn Well Plan which focuses on increasing the involvement of children and young people in decision making.	Increase in number of decision-making activities involving children and young people, particularly those who represent vulnerable groups.	Not Applicable	AHE: Engagement and Learning	1 st September 2020	31 st March 2022

Objective 6		Improve learner voice in decision making				
Objective Outcome(s)		Strengthen opportunities at a local authority level for children and young people to influence decisions that affect them.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 – To improve skills, education and employment opportunities.				
What Corporate Theme(s) does this objective support?		Resilient Communities – The Newport Children’s Charter sets out our commitment to children and families including headline commitments to children in care and care leavers.				
Estyn Recommendations		Estyn Recommendation 4 – Strengthen opportunities at a local authority level for children and young people to influence decisions that affect them.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
4	(Estyn Rec 4) Involve children and young people in the development of key policies that affect them and reflect the priorities identified by the Youth Council.	The revised Local Authority Anti-Bullying Policy is developed in partnership with children and young people. A LGBTQ+ guide for schools is developed in partnership with children and young people.	Not Applicable	AHE: Engagement & Learning Policy, Partnership and Involvement Manager (People and Business Change)	1 st September 2020	31 st March 2022
5	(Estyn Rec 4) Most Education Service Team on a Page priorities to include capture of pupil voice activity at least 2 occasions in an academic year.	Increase in the number of decision making activities involving young people.	Not Applicable	AHE: Engagement and Learning	1 st April 2020	31 st March 2022
6	(Estyn Rec 4) To establish a mechanism to allow policies to be shared with young people.	This will enable effective communication, engagement and involvement.	Not Applicable	AHE: Engagement and Learning	1 st April 2019	19 th July 2021

Objective 7		Promote access to Welsh medium education				
Objective Outcome(s)		To deliver the strategic plans to develop Welsh-medium education further.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 – To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Estyn Recommendation 5 – Deliver the strategic plans to develop Welsh-medium education further.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
1	(Estyn Rec 5) Work with partners to support new early years provision through the non-maintained sector and childcare settings	Increased provision of Welsh-medium early years' places.	Not Applicable	Deputy Chief Education Officer / Service Manager - Resources & Planning	1 st April 2020	31 st March 2021
Page 2 58	(Estyn Rec 5) Ensure that Welsh Medium (WM) provision is established to support pupils with Additional Learning Needs	Good quality ALN provision will be created to support pupils attending WM schools. The permanent location for the new Welsh-medium primary school will include provision for a Learning Resource Base.	Not Applicable	Service Manager - Resources & Planning AHE: Inclusion	1 st April 2019	31 st August 2023
3	(Estyn R5) To progress and conclude the school reorganisation proposal to establish a 4th Welsh-medium primary school and subsequently to support the school to open as planned. This will include revised WM primary school catchment areas.	The number of Welsh-medium primary school places will be increased by 50%.	Not Applicable	Service Manager - Resources & Planning	1 st April 2019	31 st August 2020
4	To draft a new Welsh in Education Strategic Plan for Newport in consultation with colleagues and partners including the Welsh in Education Forum	A new WESP will be agreed for the period 2021 to 2031.	Not Applicable	Service Manager - Resources & Planning	1 st January 2021	31 st August 2022
5	To develop a regional Managed Move protocol between the Welsh Secondary Schools.	Effective arrangements are in place for managed moves in the Welsh sector for pupils at risk of managed moves.	Not Applicable	AHE: Inclusion	1 st October 2020	31 st July 2021

Objective 7		Promote access to Welsh medium education				
Objective Outcome(s)		To deliver the strategic plans to develop Welsh-medium education further.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 – To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support?		Aspirational People				
Estyn Recommendations		Estyn Recommendation 5 – Deliver the strategic plans to develop Welsh-medium education further.				
Action No.	Action Description	Action Outcome(s)	Does this action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
6	(Estyn Rec 5) To review WM primary school catchment areas to support the establishment of the fourth school. Welsh-medium primary school catchment areas are more equitable and support access to Welsh-medium education for children across the city.		Not Applicable	Service Manager - Resources & Planning	1 st April 2019	31 st August 2020

Objective 8		School budgets are effectively managed				
Objective Outcome(s)		Through risk based support to schools, Education services will ensure budgets are managed effectively and where necessary take necessary actions to prevent overspending and ensure schools have the required controls and governance processes in place.				
What Well-being Objective(s) does this objective support?		Well-being Objective 1 - To improve skills, education and employment opportunities				
What Corporate Theme(s) does this objective support		Aspirational People				
Action No.	Action Description	Action Outcome(s)	Does the Action support the Strategic Recovery Aim(s)	Action Owner	Action Start Date	Anticipated Completion Date
Page 60	<p>Monitor In-year School budgets to ensure budgets are:</p> <ul style="list-style-type: none"> Managed effectively and taking necessary actions to prevent overspending. Effectively taking necessary actions to prevent overspending. <p>Schools that have deficit budget recovery plans are implementing the necessary actions to reduce their overall budget deficits.</p>	Schools manage their in year budgets.	Not Applicable	Chief Education Officer	1 st April 2020	31 st March 2022
2	<p>Monitoring of primary, secondary and special schools in-year budgets:</p> <ul style="list-style-type: none"> To prevent overspending and take necessary mitigating action(s). <p>Schools with deficit budget recovery plans are implementing the necessary actions to reduce their budget deficits</p>	Secondary schools are managing their in-year budgets.	Not Applicable	Finance Business Partner	1 st April 2020	31 st March 2022

Education Services Performance Measures 2020/21

Note: Due to Covid 19 and subject to further clarification from Welsh Government, the reporting of School Attendance performance measures for the academic years 2019/20 and 2020/21 have been suspended. These will be re-established for the 2021/22 academic year.

Performance Measure	National / Local / Management Information	Service Plan (SP) Objective	2018/19 Actual	2018/19 Target	2019/20 Target	2020/21 Target
PAM/009 - % Young people NEET Year 11	National	SP Objective 2 - Increase school attendance rates and reduce exclusions rates	1.5%	3.00%	3.00%	3%
PAM/032 - Capped 9 Score *Subject to confirmation from Data Cymru	National	SP Objective 1 - Improve School Standards	336	No Target Set	No Target Set	No Target Set
PAM/033 - % of pupils assessed in Welsh at the end of the Foundation Phase. <i>Note: Data Cymru has proposed removal of this measure for 2020/21 and we await confirmation.</i>	National	SP Objective 7 - Promote access to Welsh-medium education	4.5%	4.50%	4.50%	4.5%
Reduction in incidents lost to fixed term exclusions exclusion (5 days or less)	National	SP Objective 2 - Increase school attendance rates and reduce exclusions rates	Not available	N/A	946	944
Reduction in incidents of fixed term exclusion (over 5 days)	National	SP Objective 2 - Increase school attendance rates and reduce exclusions rates	Not available	N/A	38	37
EDU/010b - Total no of days lost to secondary fixed term exclusions	Local	SP Objective 2 - Increase school attendance rates and reduce exclusions rates	1,338 days (17/18)	1527	1290	1264
EDU/L/067 (RIH/L/048) - % young people recorded as unknown following compulsory education	Local	SP Objective 5 - Developing quality learning pathways and provision	1.2%	0.50%	0.50%	0.5%
NEET\09 % 16 - 18 yr olds not in education, employ or training (IP5) (A)	Local	SP Objective 5 - Developing quality learning pathways and provision	2.6%	6.00%	6.00%	6.0%
NEET\11 % Young people NEET 13 (IP5) (A)	Local	SP Objective 5 - Developing quality learning pathways and provision	1.7%	3.00%	3.00%	6.0%

Glossary

National – Collected and reported to an external organisation such as Welsh Government / Estyn / WLGA etc for benchmarking / comparison

Local – specifically collected and reported by NCC / Service area to support delivery of an objective.

Management Information – Collected and reported to support the delivery of a specific activity and/or service.

Current Service Area Risks 2020/21

Risk Name	Risk Description	Risk Owner	Corporate Risk / Service Risk	Risk linked to Wellbeing Objective	Risk linked to Corporate Theme?	Risk linked to Service Objective?	Inherent Risk Score (0-25)	Target Risk Score (0-25)
21 st Century Schools Band B Funding	Failure to draw down funding to support 21 st Century Schools Band B projects.	Deborah Weston	Service Risk	Well-being Objective 1	Aspirational People	Developing quality learning pathways and provisions	12	6
Demand for ALN and SEN support	Funding to cover Additional Learning Needs (ALN) and Special Education Needs (SEN) provision across the city is insufficient and does not meet the demand of increasing need.	Katy Rees	Corporate Risk	Well-being Objectives 1 and 3	Aspirational People	Not Applicable	20	12
Educational Out of County Placements	Limited access to Newport City Council provisions for pupils who require complex and specialist placements which results on a reliance on OOC placements both day and residential.	Katy Rees	Corporate Risk	Well-being Objective 1	Aspirational People	No Applicable	20	8
GEMS Grant Funding	Reduction in grant funding for GEMS.	Karyn Keane	Service Risk	Well-being Objective 1	Aspirational People	Not Applicable	20	9
Healthy Schools Grant Funding	Reduction in grant funding for Healthy Schools	Karyn Keane	Service Risk	Well-being Objective 3	Aspirational People	Not Applicable	12	8
Implementation of the Additional Learning Needs Act	Resource issues within Inclusion Enrichment Team (IET) and the Looked After Children's Team to plan, implement and embed the ALN Transformation Act by deadlines outlined by Welsh Government.	Katy Rees	Service Risk	Well-being Objective 1	Aspirational People	Not Applicable	20	8
New Welsh Medium Primary School	Failure to undertake and complete school reorganisation proposal to establish a new Welsh medium primary school (Whiteheads)	Deborah Weston	Service Risk	Well-being Objectives 1 and 4	Aspirational People	Promote access to Welsh-medium education	15	6

Risk Name	Risk Description	Risk Owner	Corporate Risk / Service Risk	Risk linked to Wellbeing Objective	Risk linked to Corporate Theme?	Risk linked to Service Objective?	Inherent Risk Score (0-25)	Target Risk Score (0-25)
Pressure on Secondary School Places	Pressure on Secondary School Places.	Deborah Weston	Service Risk	Well-being Objective 1	Aspirational People	Not Applicable	20	6
Schools Finance / Cost Pressures	In year cost pressures of schools are not met resulting in increased deficit budgets	Sarah Morgan	Corporate Risk	Wellbeing Objective 1	Aspirational People	School budgets are effectively managed	20	6
New - Provision of School Places	Failure to progress school reorganisation proposals to ensure the sufficiency of school places across the City.	Deborah Weston	Service Risk	Well-being Objective 1	Aspirational People	Developing quality learning pathways and provisions	12	4



Scrutiny Report

Performance Scrutiny Committee – People

Part 1

Date: 10 November 2020

Subject Forward Work Programme Update

Author Scrutiny Adviser

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

Invitee:	Role
Head of Law and Regulation	Present the Committee with the draft work programme for discussion and update the Committee on any changes.

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked to:

Committee’s Work Programme:

- 1.1 Consider the Committee’s Forward Work Programme (**Appendix 1**):
- Are there any amendments to the topics scheduled to be considered at the next Committee meeting?
 - Are there any additional invitees that the Committee requires to fully consider the topic?
 - Is there any additional information that the Committee would like to request?

2 Context

Background

- 2.1 The purpose of a forward work programme is to help ensure Councillors achieve organisation and focus in the undertaking of enquiries through the Overview and Scrutiny function. Effective work programming is essential to ensure that the work of Overview and Scrutiny makes a positive impact upon the Council’s delivery of services.
- 2.2 Further information about the work programming process, including the procedures for referring new business to the programme, can be found in our Scrutiny Handbook on the Council’s Scrutiny webpages (www.newport.gov.uk/scrutiny).

- 2.3 The Centre for Public Scrutiny's Good Scrutiny Guide recognises the importance of the forward work programme. In order to 'lead and own the process', it states that Councillors should have ownership of their Committee's work programme, and be involved in developing, monitoring and evaluating it. The Good Scrutiny Guide also states that, in order to make an impact, the scrutiny workload should be co-ordinated and integrated into corporate processes, to ensure that it contributes to the delivery of corporate objectives, and that work can be undertaken in a timely and well-planned manner.

Forward Work Programme Updates

- 2.4 The Committee's work programme recommenced in September 2020 and is being reviewed in the light of the Council's recovery aims. The revised programme will be managed and implemented by the Scrutiny team under the direction of the Committee Chair.
- 2.5 The Committee agreed to keep a degree of flexibility within its work programme to enable the Committee to respond to urgent / emerging issues. This item is an opportunity for the Committee members to raise any suggested additions to the work programme.

3 Information Submitted to the Committee

- 3.1 The following information is attached:

Appendix 1: The current Committee forward work programme;

4. Suggested Areas of Focus

Role of the Committee

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

- **Forward Work Programme**

Consider:

- Are there any amendments to the topics scheduled to be considered at the next Committee meeting?
- Are there any additional invitees that the Committee requires to fully consider the topic?
- Is there any additional information that the Committee would like to request?

Section B – Supporting Information

5 Supporting Information

- 5.1 The Corporate Assessment, and the subsequent [follow up assessment](#) provide background information on the importance of good work programming. Specific reference is made to the need to align the Cabinet and Scrutiny work programmes to ensure the value of the Scrutiny Function is maximised.
- 5.2 The latest Cabinet work programme was approved by the Cabinet on a monthly basis for the next 12 months and includes the list of reports scheduled for consideration. Effective forward planning by both Cabinet and Scrutiny needs to be coordinated and integrated in relation to certain reports to ensure proper consultation takes place before a decision is taken. A link to the Cabinet work programme is provided [here](#) to the Committee as part of this report, to enable the Committee to ensure that the work programmes continue to reflect key decisions being made by the Cabinet.

6 Risk

- 6.1 If proper work programming procedures are not put in place, the organisation and prioritisation of the work programme is put at risk. The work of Overview and Scrutiny could become disjointed from the work of the rest of the Council, which could undermine the positive contribution Overview and Scrutiny makes to service improvement through policy development.
- 6.2 This report is presented to each Committee every month in order to mitigate that risk. The specific risks associated with individual topics on the work programme will need to be addressed as part of the Committee's investigations.

7 Links to Council Policies and Priorities

- 7.1 Having proper work programming procedures in place ensures that the work of Overview and Scrutiny makes a positive impact upon the Council's delivery of services, contributes to the delivery of corporate objectives, and ensures that work can be undertaken in a timely and well-planned manner.

6 Financial Implications

- 6.1 There will be financial consequences for some of the reviews undertaken. These will be commented upon by the Head of Finance as the reports are presented. The preparing and monitoring of the work programme is done by existing staff for which budget provision is available.

7 Background Papers

- [The Essentials - Wellbeing of Future Generation Act \(Wales\)](#)
- [Corporate Plan](#)
- [Cabinet Work Programme](#)
- The Corporate Assessment and [follow up assessment](#).

Report Completed: November 2020

12th January 2021

Topic	Role / Information Required	Invitees
<p>2021 – 2022 Draft Budget Proposals and MTFP</p> <p>Page 69</p>	<p>Pre decision – to receive and comment on the Cabinet draft proposals as part of the Budget Consultation Process, prior to a final decision being taken by the Cabinet.</p> <p>Aligns with the focus of the Committee in considering the performance of the Council with its terms of reference:</p> <ul style="list-style-type: none"> • Budget Proposals – January 2021 • Scrutinising of Service specific proposals a part of the budget consultation process; • Assessing the anticipated impact of the budget proposals on services, performance, service users, partnerships and staffing levels 	<p>Education:</p> <ul style="list-style-type: none"> • Chief Education Officer; • Strategic Director - People
		<p>Children and Young People Services:</p> <ul style="list-style-type: none"> • Head of Children and Young People; • Strategic Director – People.
		<p>Adults and Community Services:</p> <ul style="list-style-type: none"> • Head of Adults and Community Services; • Strategic Director – People

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