

Scrutiny Committee B

Meeting Venue
**Committee Room B - County Hall,
Llandrindod Wells, Powys**

Meeting Date
Friday, 26 January 2018

Meeting Time
10.00 am

For further information please contact
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County Hall
Llandrindod Wells
Powys
LD1 5LG

Issue Date
19th January 2018

AGENDA

1.	APOLOGIES
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To receive apologies for absence.

2.	DECLARATIONS OF INTEREST
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To receive declarations of interest from Members.

3.	DISCLOSURE OF PARTY WHIPS
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To receive disclosures of prohibited party whips which a Member has been given in relation to the meeting in accordance with Section 78(3) of the Local Government Measure 2011.

(NB: Members are reminded that under Section 78 Members having been given a prohibited party whip cannot vote on a matter before the Committee.)

4.	MINUTES
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To authorise the Chair to sign the minutes of the meeting held on the 12th October 2017.

(Pages 5 - 8)

5.	CHAIR'S BRIEFING
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To receive a verbal update from the Chair of Scrutiny Committee B.

6.	SCRUTINY OF THE PUBLIC SERVICE BOARD
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To appoint one representative from the Committee to sit on the Public Service Board Scrutiny Committee together with a substitute representative. Neither of these Members can be a Member of the Public Service Board.

7.	CHILDREN'S SCRUTINY GROUP
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To receive an update from the Children's Services Scrutiny Group.
(Pages 9 - 12)

8.	EDUCATION SCRUTINY GROUP
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To receive an update from the Education Scrutiny Group.
(Pages 13 - 26)

9.	LEISURE/CULTURE SCRUTINY GROUP
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To receive an update from the Leisure/Culture Scrutiny Group
(Pages 27 - 30)

10.	WELSH IN EDUCATION STRATEGIC PLAN
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To receive a briefing on the Welsh in Education Strategic Plan.
(Pages 31 - 74)

11.	JOINT CHAIRS MINUTES
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To receive the minutes of the Joint Chairs and Vice-Chairs meetings held on the:

- 10th October 2017
- 7th November 2017

(Pages 75 - 90)

12.	SCHOOLS POLICY
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To consider the draft Plans for Powys Schools which is out for consultation until 30th January 2017.

Documents include:

- Cabinet report 7th November 2017
- Draft Plans for Powys Schools
- Integrated Impact Assessment

(Pages 91 - 122)

13.	WORK PROGRAMME
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To consider the forward work programme and whether any additional items should be put forward for inclusion.

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MINUTES OF A MEETING OF THE SCRUTINY COMMITTEE B HELD AT COUNCIL CHAMBER - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON THURSDAY, 12 OCTOBER 2017

PRESENT

County Councillor P Roberts (Chair)

County Councillors B Davies, J Gibson-Watt, H Hulme, A Jenner, K Laurie-Parry, S McNicholas, L Roberts, E Roderick,
Parent Governor Representative Mrs A Davies and Mrs S Davies
Church Representative Mrs M Evitts

1. APOLOGIES

Apologies for absence were received from County Councillors D R Jones, MC Mackenzie and D Rowlands
Parent Governor Representative N Bufton

2. DECLARATIONS OF INTEREST

No declarations of interest were received.

3. DISCLOSURE OF PARTY WHIPS

No disclosures of Party Whips were received.

4. MINUTES

The Chair was authorised to sign the minutes of the meeting held on the 14th June 2017 as a correct record.

5. JOINT CHAIRS MINUTES

The notes of the meetings of the Joint Chairs and Vice-Chairs Steering Group held on the 20th June 2017, 11th July 2017 and 19th September 2017 were noted.

The meeting on the 20th June 2017 had noted that Home to School Transport had been scrutinised. This matter was discussed under the Education Scrutiny Working Group update.

The meeting on the 19th September 2017 noted that the WAO would now be presenting their Risk Based Assessment of Corporate Arrangements by way of a seminar to all Members.

6. CHAIR'S BRIEFING

The Chair advised that he had attended a meeting of the Corporate Parenting Group as an Observer and had also attended a meeting of the Improvement Board as an Observer. It will be necessary for the Children's Scrutiny Group to make arrangements to ensure that substitutes are available to attend future

meetings in case of member unavailability. He also advised that he wished to strengthen the Membership of the Children's Services Scrutiny Group.

The Chair advised that he had received a request to scrutinise the Powys wide Careers Event that had been held at the Royal Welsh Showground in the summer. He had requested some information and was content that the Showground was the appropriate location to hold a Powys wide event and whilst it was some considerable distance for some of the High Schools to bring pupils there was no one single location that was better placed. No one High School would be able to host such an event and whilst there was a cost to hiring the venue this was not disproportionate to the size of event that was held. It may be appropriate to consider scrutiny of the Careers Service in the future but this was not proposed at present.

7. EDUCATION SCRUTINY GROUP

Home to School Transport Policy

It had been arranged to undertake scrutiny of this policy on the 3rd October but scrutiny were given late notice that the Policy was not ready for submission to Cabinet and would be postponed until after Christmas. It was confirmed that scrutiny had been undertaken on previous drafts of the Home to School Transport policy at both Joint Chairs and Place Scrutiny Committee during the last term of Council. The Home to School Transport Policy had not progressed to Cabinet before the elections and the current Portfolio Holder for Education was considering the Policy. The Education Scrutiny Group would have an opportunity to scrutinise this matter prior to a Cabinet decision.

ERW update

The ERW Scrutiny Councillor Group had met in September and the following update was given:

- Challenge advisor capacity across the region. ERW had expressed concern that the number of challenge advisors employed in each authority was below the level that ERW had calculated was appropriate. The ERW Joint Committee has set up a Programme Board to review and monitor capacity.
- Elective Home Education. The ERW Scrutiny Group continued to express concern that there were huge gaps in the legislation and guidance around Elective Home Education but acknowledged that it was outside the remit of the group and that individual authorities should pursue this. Committee Members echoed this concern and **requested that the Lead Member of Education Scrutiny consider inclusion of this item in the Education Scrutiny Work Programme.**
- ERW had commissioned research on the effect of rurality on educational attainment. It was expected that this report would be available for the next meeting of ERW Scrutiny Chairs in February 2018.
- Early entry at GCSE had been raised as a concern with the increase in early entry that had been experienced this year. It appeared that there may be lack of consistency across the county with some schools expecting parents to pay for resits.

8. JOINT AUDIT/EDUCATION SCRUTINY GROUP

The Joint Audit/Education Scrutiny Group had been considering the Financial Viability of Schools focussing initially on the Secondary Sector. The draft report had been circulated amongst members of the group and would be sent to Cabinet. The group also intended to consider the Funding Formula review and primary school budgets.

9. CHILDREN'S SERVICES SCRUTINY GROUP

There had been problems arranging dates for this group to meet but a series of dates between now and Christmas had been agreed. The Chair of Scrutiny Committee B had attended two meetings in observer role and all Members would receive a briefing on Monday regarding the CSSIW Inspection report. The Chair and Lead Member would be look to put in place appropriate scrutiny arrangements to monitor implementation of the action plan. This is a serious issue and it will be necessary to ensure that as many Members as possible can contribute to this scrutiny.

It will also be necessary to undertake pre-Cabinet scrutiny of changes proposed in this area together with discrete pieces of work some of which are ongoing from the previous term. One of these is scrutiny of Powys People Direct and this will be undertaken jointly with the Adult Social Care Scrutiny Group. Other areas are likely to include Safeguarding, out of county placements and fostering.

The service were preparing a dashboard of indicators and the Chair had requested sight of these prior to signoff. The group would be asked if the dashboard covered all indicators considered appropriate.

Members heard that Children's Services had been in a similar position some 13 years ago. At that time all Members could access performance data and it was necessary for this to be available to Members. There needed to be close links with the Audit Committee to ensure the financial implications of the position had oversight.

10. LEISURE/CULTURE SCRUTINY GROUP

Staylitle/Llanfair Caereinion Cabinet Report

This matter had been considered at Cabinet on 10th October 2017 with the following decision:

RESOLVED	Reason for Decision:
<ol style="list-style-type: none"> 1. <i>To take Option 2 – To give Notice to Freedom to withdraw this centre from the Freedom Leisure Contract and close the Centre to current delivery.</i> 2. <i>To allow all service areas within the council to consider alternative uses for the buildings and to provide business cases in support by 31st December 2017.</i> 3. <i>Llanfair Leisure Centre to remain within</i> 	<p><i>This option will realise the necessary savings required and will also enable the new Cabinet to consider alternative uses and opportunities for the buildings.</i></p> <p><i>Most financially viable option for the</i></p>

<i>the Freedom Leisure Contract.</i>

<i>Council.</i>

Library Standards

Joint Chairs and Vice-Chairs had considered this item for scrutiny and determined that this was not a priority in light of other commitments but that the Chair should consider the matter. The Chair advised that he intended to circulate the paper with a pro forma for comments. If this raised issues which needed further consideration he would meet with the service and would submit a note to the Portfolio Holder if appropriate.

11. WORK PROGRAMME

Committee were invited to submit suggestions for the Scrutiny work programme.

- How Property Plus arrangements for schools are working.
It was understood that problems had been experienced with services agreed under a Service Level Agreement not being delivered. The extent of the problems was not known and the Member who raised the issue was asked to collate comments from Members of the Committee, submit these to the Chair who would ask a question and from there decide if this should be submitted to Joint Chairs for inclusion on the Scrutiny Work Programme
- Community Governor representation on merged School Governing Bodies
It appeared this was a local issue rather than a Powys wide issue and was therefore not appropriate for scrutiny
- Review of Raising the Age of Admission
The change in age of admission had been implemented from September 2017 and Members expressed concern that this hadn't gone entirely to plan and wished to know if it had delivered the savings that had been claimed. Two Members were asked to prepare a brief to take to Joint Chairs for inclusion of this item on the Scrutiny Work Programme

Members discussed the opportunity to hold meetings in different locations. With Members from all parts of the county it is appropriate to hold Committee meetings centrally but there may be opportunities for the working groups to be held in other locations depending on the membership of each group and on the location of any officers which may be called to meetings. The potential for using skype, telephone conferencing and video conferencing was discussed. Poor broadband connection meant it was likely that Members may have to travel to booked rooms in Council offices to join a meeting and it would be necessary to trial this before it was more widely introduced.

County Councillor P Roberts (Chair)

Scrutiny Committee B

13th December 2017

Children's Scrutiny Group

Purpose of Report: Progress report

Since the meeting of Scrutiny Committee B on 12th October 2017 the following work has been undertaken:

27th October 2017 – Youth Services pre Cabinet scrutiny

The Group discussed the options regarding Youth Service redesign with the Head of Service and Portfolio Holder for Schools. The Group received assurance regarding a number of queries particularly in regard to the work undertaken with disadvantaged and vulnerable young people, the effects on staffing of the proposals, a breakdown of the savings proposed to demonstrate the proportion which related to building costs. Written scrutiny observations from the meeting were provided to Cabinet which considered the matter on the 7th November 2017. An extract from the Cabinet minutes follow:

1.	<i>YOUTH SERVICE REDESIGN</i>
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Cabinet considered a report on redesigning the Youth Service to deliver the £220k savings target for 2018/19. The proposal was meet the savings target through a mix of direct and contracted out services. The Portfolio Holder thanked the Scrutiny Working Group for their input into the report.

County Councillor Laurie-Parry spoke in support of the work carried out by the Youth Service.

<i>RESOLVED:</i>	<i>Reason for Decision:</i>
<i>To approve Option 1 as the approach to be pursued in managing and developing open access youth services in Powys.</i>	<i>To strengthen and develop the approach to open access youth provision whilst also meeting the challenges as set out in the MTFS.</i>

31st October 2017 – CSSIW Inspection of Children's Services

The Group received a presentation from the Interim Head of Service and Portfolio Holder for Children's Services outlining actions that had been taken since the County Council meeting to discuss the report.

The Group heard how the Improvement Board which had been set up by the authority was now at the behest of Welsh Government independent of the authority and would comprise of three WLGA representatives (an ex-Member, ex-Senior Officer and ex-Chief Executive) together with a representative from the Children's Commissioner's office.

The Improvement Board will meet monthly and will report to the Leader and to the Minister. The authority will be required to provide reports every 90 days to the CSSIW and Minister which will be prepared by the Portfolio Holder, Interim Head of Service and Interim Director.

An Improvement Manager and two assistants have been appointed. The Director of Social Services post has been advertised and the authority and Welsh Government have agreed that a Social Services Directorate will be established rather than the responsibility for social services falling within a larger Directorate.

The Improvement Plan was in preparation for submission to CSSIW by the 14th November. It was intended to submit a draft plan for assurance that all improvements identified had been covered.

Performance information was under preparation so individual teams can see their performance. Meeting statutory assessment timescales had improved from 47% in April to 72%. A target of 100% was unlikely to be achieved with 95% likely to be more realistic.

With regard to staff supervision the service is working on ensuring this is recorded on the HR system rather than just within the national system which is not set up to report on this measure.

The number of LAC had increased and currently stood at 204.

16th November 2017 – Improvement Plan and Performance Information

The group received a copy of the plan which had been submitted to CSSIW.

The group expressed concern that the plan only assigned responsibility for improvement to the Director of Social Services for one item and it was considered that this role held a far higher level of responsibility than currently defined.

The group noted that a number of staff responsible for improvements had been in post during the budget setting period earlier in the year when the risks to taking £2mill from the service had not be brought to the attention of Members. The group were given to understand that managers within the service had raised concerns but the Head of Service had not shared these concerns and thus such concerns had not fed through.

The group queried how assurance could be gained that the actions outlined in the report would actually be seen on the ground. Previous experience had shown there was a disconnect between the view of what should happen and what actually happened. It was noted that progress would be analysed externally from the CSSIW and WLGA but that the Improvement Plan outlined responsibility for each action and individual staff members would be accountable for such actions.

The group noted the importance of concentrating on making the improvements identified by the inspection report but also of understanding what had led to the current position to ensure that mistakes are not repeated. The opportunity for Members to consider proposed department restructures may be a chance for risks associated by such changes to be considered.

Progress against the immediate actions within the action plan was scrutinised with concerns raised regarding funding for the improvements. The group were advised that in the short term £4m had been made available and costs associated with the improvements was being coded to this sum. Funding for 2018/19 would form part of the budget proposals which were currently under discussion.

The group received a demonstration of the performance measures which will be available for all Members to view. Members of the group were provided with access to the measures which would be rolled out to Cabinet and all Members by the end of November. The scrutiny group will require additional performance information to undertake their scrutiny role.

The group considered the terms of reference for the Corporate Parenting Group and made the following observations:

1. Change Strategic Director – People to Director of Social Services
2. The scrutiny group request that the observer status for scrutiny be changed to include the Chair, Vice-Chair and Lead Member of Children’s Scrutiny to act as Observers.
3. Quoracy – consider changing ‘three elected Members’ to ‘three Portfolio Holders’ to clarify that the elected member observers could not count towards a quorum.

Work Programme

14th December – 10.00am – Safeguarding

15th January 2018 – 2.00pm jointly with Adults Scrutiny – PPD

2nd May 2018 – 2.00pm jointly with Adults Scrutiny – Directors Report on Social Services

<p>Report contact: Liz Patterson, Scrutiny Officer Contact details: 01597 826980, elizabeth.patterson@powys.gov.uk Sources/background papers:</p>
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Membership:

County Councillors: **D Rowlands** (Lead Member)
A Jenner, J Gibson-Watt, D Jones, K Laurie-Parry, S. McNicholas and P Roberts,
County Councillor R Williams
Parent Governor Representatives Mrs A. Davies and Mrs S Davies

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Scrutiny Committee B

13th December 2017

Education Scrutiny Group

Purpose of Report: Progress report

Since the meeting of Scrutiny Committee B on 13th October 2017 the following work has been undertaken:

Education Scrutiny Group

27th October 2017 – Standards data, attendance and exclusions

The group received a report on verified standards at Foundation Phase, Key Stage 2 and Key Stage 3 and unverified standards at Key Stages 4 and 5 (GCSE and A level).

The group heard that due to curriculum changes Welsh Government were expecting a significant decline in the GCSE pass rate in some subjects and the Key Stage 4 indicators across Wales. Provisional figures indicate that the decline at Level 2 inclusive in Powys is lower than many other authorities demonstrating resilience within Powys schools.

Implementation of the Cashless System has shown a small increase in the take up of Free School Meals which is the measure used to place schools in families for comparative purposes.

At KS2 standards are generally good but there is a dip in performance at KS3 which makes it difficult for High Schools to achieve good results at KS4. There needs to be better shared planning of the curriculum between Primary and Secondary schools in order to improve further. Cluster arrangements are meant to improve continuity between Primary and Secondary schools but the clusters working is inconsistent.

Powys maintains a school funding formula where any proposed changes are discussed with the Schools Forum. An activity led review is being undertaken and a basic formula will be created from there. The formula does not provide additional cash to schools but is an agreed mechanism by which the money is best distributed. It is expected the review will take around 2 years to complete as there are differences in schools between curriculum offer and a decision will be required as to what the basic curriculum offer in schools should be.

The Director indicated that he had initiated a complaints log so that issues raised with the Service could be tracked.

It was noted that no additional funding had been identified to support the requirements of the ALN and Education Tribunal Bill when it is enacted. The School Organisation Code has been revised which required all other options to be considered prior to

schools being closed. The Estyn Improvement Conference had made recommendations regarding the consistency in secondary schools.

Schools causing concern were predominantly within the secondary sector with schools that are in an Estyn Monitoring category required to attend the Schools Improvement Board.

Provisional attendance figures show a small drop and these figures are being checked.

There is a concern regarding exclusion levels and work is being undertaken around the reasons for exclusion. The service are looking at reconfiguring the PRU to make this short term rather than long term provision. The services offered by Behaviour Support will be examined. The issues that are being experienced with services to children may result in an increase in exclusions and the relationship between Children's Services and the Schools Service needs to be changed.

Provisional 'A' level results are positive but too few young people are achieving top grades. The size of sixth forms and the subjects of offer to pupils is an issue. Estyn will be increasing their focus on Post 16 education from now on.

A further report on Standards will be considered in February when verified results are available.

14th November 2017 – Unlicensed School Deficit Budgets

Representatives from the Education Scrutiny Group have been working with Members of the Audit Committee on the Financial Viability of Schools (see below). The Chair and Vice-Chair of Audit were invited to attend this meeting to provide input from an audit perspective.

The meeting heard the current position regarding unlicensed school deficit budgets and discussed how the service had been working on benchmarking to evidence spend variations between different schools. The approach to the budget recovery process was discussed.

This meeting also considered the Medium Term Financial Plan for the schools service both delegated and non-delegated budgets. Work on budget planning continues and will contribute to the budgets that are put forward to the Council during the budget setting process.

The Group expressed concern that some schools continued to fail to adhere to the Scheme for Financing Schools by not setting licensed budgets and urge the Portfolio Holder to take the necessary action required to ensure compliance.

A report on unlicensed school deficit budgets was due to be presented to Cabinet on 5th December 2017 but this has been deferred until 9th January 2017. The Lead Member will attend Cabinet to speak on this paper and will report back to the Education Scrutiny Group and Scrutiny Committee B.]

Financial Viability of Schools

The report from the joint group of representatives from the Audit Committee and Education Scrutiny Group was presented to Audit Committee on the 3rd November 2017 and to Cabinet on the 5th December 2017. A copy of the report is attached and Cabinet will provide a response to the report within two months. This response will be reported to Education Scrutiny Group and Scrutiny Committee B.

School Scrutiny Panel

13th November 2017

The whole membership of the Education Scrutiny Group attended data training on the 13th November 2017 to allow membership of the School Scrutiny Panel when interviewing Head teachers and Chairs of Governors. A Panel of five Members is chosen from the membership of the Education Scrutiny Group which will generally be chaired by the Lead Member.

The Panel heard updates on the following schools which have previously attended School Scrutiny Panel or being placed in a monitoring category by Estyn:

- Llandrindod Wells CP School (Cefnlllys)
- Llanbister CP School
- Builth High School
- Caereinion High School
- Pupil Referral Unit
- Llanfyllin High School
- Llandrindod High School
- Builth Wells CP School
- Ysgol Bro Hyddgen
- Brecon High School

Schools who had been placed in an Estyn category were now required to attend a School Improvement Board on a three monthly basis. Scrutiny heard how there were varying levels of engagement from schools with the School Improvement Board.

Some of these schools had made progress since the last time the Panel had received an update in September 2016 however, a number of schools were clearly still struggling to make the necessary improvements. There appeared however to be a greater focus from the schools service in expecting improvements to be made and a greater willingness to consider intervention where this progress was not being evidenced.

The Panel agreed to consider the school categorisation information in January 2018 and in light of that information decide on which schools to invite to Panel.

ERW

The ERW Joint Chairs meeting was hosted by Powys in Brecon on the 29th September 2017. A copy of the letters which resulted from that meeting are attached.

Work Programme

21 st Feb	1.30 for 2.00 – 4.00	Secondary School Standards, attendance and exclusions (verified) School categorisation Service Improvement Plan priorities
26 th Feb	1.30 for 2.00	ERW: Outcome of Estyn Review Review of ERW operating model Performance
Spring Term		School Scrutiny Panel 2
13 th Mar	1.30 for 2.00 – 4.00	Self Evaluation of Education Services (SER)
12 th April	1.30 for 2.00 - 3.00 3.00 – 4.00	Governor Training ALN/Behaviour Support Policy
May		School Scrutiny Panel 3
13 th June	10.30 for 11.00–12.00 1.00 – 2.00 3.00 – 4.00	Schools Safeguarding Compliance School Budgets Workforce Planning
Oct		Standards data – verified for FP, KS2 and KS3 – unverified for KS4 and KS5 Attendance Exclusions
Nov		School Budgets
Autumn Term		School Scrutiny Panel 4

Report contact: Liz Patterson, Scrutiny Officer
Contact details: 01597 826980, elizabeth.patterson@powys.gov.uk
Sources/background papers:

Membership:

County Councillors: **D. R. Jones** (Vice Chair of Scrutiny Committee B and Lead Member)

B Davies, A Jenner, S. McNicholas, L Roberts, P Roberts,

Parent Governor Representative Mrs A. Davies, Mrs S Davies and N. Bufton.

Church Representative Mrs M. Evitts

Joint Audit - Education Scrutiny Working Group

Interim Report on: Financial Viability of Schools

Observations made to: Cabinet/Management Team

Background:

Joint Chairs instructed Audit and Education Scrutiny to undertake a joint piece of work assessing the Financial Viability of Schools.

The Wales Audit Office Review of Education Finance Powys published in June 2017 together with projected deficits in the Schools Service had caused the Section 151 Officer to alert the Council to the potential threat raised by schools budgets.

In July 2017 the Cabinet received a report which projected that by 2019/20 schools delegated budgets would be showing a deficit of £5.4M (not including figures for Welshpool High School which shows a deficit of £0.5M by 2017/18). Whilst it is accepted that these projections do not take into account mitigating measures that schools will put in place in the meantime this level of deficit is a risk to the Council and this, together with the WAO report, prompted the current review. We are also aware that the council are proactively looking at this issue but to date have no hard evidence on its views or planned actions.

Scope:

The project is to be undertaken in stages with Stage 1 focussing on Secondary Schools which are showing a more serious position. Discrete areas of work are to include at a high level: standards, school rolls, curriculum provision, Welsh language provision, staffing structures, teacher/pupil ratios, financial expertise within schools and support from Corporate Services. In addition we have examined the allocated proportion to delegated/non-delegated budgets and potential areas of economy.

The Scrutiny Group have met with the following people to date.

Councillor Myfanwy Alexander – Portfolio Holder for Education
Councillor Aled Davies – Portfolio Holder for Finance
David Powell – Section 151 Officer

Jane Thomas – Head of Financial Services
 Ian Budd – Director of Schools
 Gareth Jones – Head of Schools
 Huw Lloyd Jones – Wales Audit Office
 Graham Taylor – Chair of Schools Forum
 John Williams – Vice-Chair of Schools Forum and Head of Gwernyfed High School
 Jackie Parker – Head of Crickhowell High Schools
 Andrew Fryer – Chair of Governors Crickhowell High School
 Michael Gedrim – ALN Service.

Introduction

Financial details taken from the published accounts and budgets show that overall funding Education in Powys has remained relatively static, at c.£100m. (per pupil the 3rd highest in Wales), for the last five years. However, the delegated budget available to schools has over that period fallen by some £3.7m. The impact on schools has been exacerbated by the transfer of some costs which were paid for centrally to the individual schools' budgets.

Year	Schools Service	Delegated	Total
All £ million			
2017-18	31.0	68.9	99.9
2016-17	30.4	69.9	100.3
2015-16	30.1	70.3	100.4
2014-15	31.2	71.5	102.7
2013-14	27.5	72.6	100.1

The WAO reported that for 2016/17 the gross budgeted expenditure per pupil is the 6th highest in Wales but the percentage of that delegated to schools is the second lowest in Wales at 78%. As a result the delegated expenditure per pupil is the 5th lowest in Wales: the average for Primary is £4,000 and Secondary £4,800.

The Council's centrally retained and administered budget per pupil is the second highest in Wales at £1,305 of which the largest component is home to school transport which at £513 is by some margin the highest in Wales.

The Council has known for some time of the threat presented from delegated budget deficits at an increasing number of schools. The WAO report in June was preceded by another WAO report in 2012 and a PWC report in 2015. This is illustrated by the following:

School Balances

Actual outturn 2016/17	+£0.48m
Draft Budget 2017/18	-£1.497m
Projection to 2019/20	-£5.454m
(Prior to any mitigation being put in place)	

Initial Findings (Delegated)

The increasing deficit position would suggest that the funding is inadequate to maintain the current footprint of schools with the existing staffing structures together with the present curriculum offer. It is appreciated that it is unlikely that additional funding will be available to support schools. An extra £1m per year for 3 years (a total of £6m by the end of year 3) was put into the Schools Service for 2017/18 to help support secondary schools but it appears this was distributed via the Funding Formula to support small schools and only 20% was actually available to support the secondary sector.

How then has this position arisen? Possible causes identified include:

- Falling pupil numbers (including losing sixth form pupils out of county)

The table below taken from WG data shows that the recent decline in the population under 25 is likely to accelerate through the next decade.

Powys

	2015	2020	2025	2030
People aged 0-2	3,790	3,590	3,290	3,060
People aged 3-7	6,630	6,510	6,130	5,640
People aged 8-10	4,130	4,110	4,010	3,750
People aged 11-13	4,270	4,170	4,150	3,990
People aged 14-19	7,880	8,020	7,930	7,840

However, pupil data from the WAO report would suggest that following the decline between 2009 and 2012, pupil number have remained relatively static. The impact on the delegated schools budgets has been a reduction of over £1,7m between 2013/14 & 2016/7. Although this trend is unlikely to be uniform across the county due to pupil movement across borders in both directions. That movement is difficult to predict and is driven by a number of factors.

- Unwillingness to intervene directly in schools' financial management.

The Council has issued letters of concern to those schools that it deemed appropriate but it has been reluctant to use its powers to intervene directly in the management of individual schools finances. In the opinion of virtually all who were questioned on this, lack of action has been perceived as a weakness. The offending schools have, as a result, sensed that little action would be taken. The Council's reluctance on this has, in part, been due to concerns that it has neither the capacity, nor in the case of curriculum management, the necessary skills, to successfully manage and resolve the problems. The Group felt that this is a significant weakness in the Council's approach.

- Schools failing to take difficult decisions and plan for falling rolls

The reaction of schools to the financial constraints has been mixed. Some schools have taken early and difficult decisions to restructure their leadership, staffing and curriculum offer to meet projected falling rolls and are in a better position to manage decreasing budgets. Some schools have failed to take this action and their budget positions are a risk to themselves and the overall financial health of the authority. It is clearly unfair to allow well managed and financially proactive schools to be worse off due to the inaction of others. We have discussed above the lack of curricular skills centrally within the Council. It has been suggested that a similar shortcoming of curricular/timetabling skills is evident within individual schools. We consider that such skills have to be provided either through training or the use of computer programmes within the schools themselves.

- School structures

It has been suggested that management structures have not been reviewed to take account of falling rolls. There is also apparently no template or guidance given to Governing Bodies on the management structures for schools. There is concern that the way in which TLAs are used in some schools. TLAs must be sufficiently flexible to support changing circumstances in curriculum and budget. The use of temporary TLAs could be a potential benefit. Schools must also use their teaching staff contact time efficiently and this should be monitored by Governing Bodies. The use of part time contract staff can have a beneficial effect on school budgets. The above needs to be monitored by ERW, Challenge Advisers, Governing Bodies and Senior Managers.

- Indecision and inaction

We consider that the Council's lack of a consistent policy direction and implementation has led to inaction and delays in defining School Modernisation. The capital programme surrounding it has led to uncertainty around the future of some schools, inhibited change and exacerbated falling roles. A particular example of this is the provision of Welsh Medium education in the North of the county. A decision has been pending for some years on the provision of a new Welsh medium only school which would have a massive impact on the remaining schools in the area including a real prospect of closure. Such delays lead to uncertainty which prevents accurate longer term budget planning.

- Funding Formula Review

A comprehensive review of the funding formula is essential but we believe the current review will not address the fundamental issues. We would anticipate a more root and branch review of the formula to be progressed urgently.

Financial Structures

There has been a lack of clarity between the roles and responsibilities of schools and the finance service allowing schools to overspend. This has resulted in schools not only spending their delegated budget and reserves but also overspending of the non-delegated Council's money.

The issue of dual stream schools against the financial budgets are concerning. A policy on dual stream schools and Welsh Medium Education should be progressed within financial constraints

Initial Findings (Non-Delegated)

There are a number of areas which the Joint Scrutiny Group have concern that expenditure on each is proportionately the highest or approaching the highest in Wales. These are:

- Home to School Transport – including Post 16 transport

Costing over £9m - equivalent last year to £513 per pupil this cost is by some margin the highest in Wales. By comparison Ceredigion and Monmouthshire, the next highest, are c.£475 and £330 per pupil respectively.

It has been suggested to us that movement of pupils between schools to attend lessons could/should be a delegated responsibility to individual secondary schools. This, or perhaps a wider examination of local solutions could potentially save money. Consideration should be given to the continuation of free transport for Post 16. EMA is available to post 16 students.

- The Freedom Leisure Contract

This contract currently worth £1.8m is part of 'Other Schools Budget' costs allocated centrally. A review of this has already been started with, we understand, a revised allocation for Wet Side – swimming already agreed with agreement on the larger Dry Side to follow.

- ALN and Behaviour support.

As stated above the centrally retained expenditure for Additional Learning Needs of £4.3m represents £243 per pupil and is the third highest in Wales. As at the time of the WAO report (June 2017) the Council was reviewing the way it delivers some of its ALN services.

Conclusions

It is apparent that the present financial position is unsustainable. This has now become a very urgent matter and although this Group were informed by the Portfolio Holders for Education and Finance that there would be a clear direction on the future shape of secondary schools by the end of the Summer 2017 which would inform the financial projections going forward, this so far, has not been forthcoming. This situation cannot continue given the continuing depletion of Council reserves and urgent action is required.

Until such time as the Group receives a clear policy direction there is limited scope to take this any further.

Membership of the Joint Audit - Education Scrutiny Group

Audit representatives: County Councillor J Morris (Lead Member), Independent (Lay) Member J Brautigam, County Councillor H Hulme

Education Scrutiny Group representatives: County Councillors P Roberts, D Jones and S McNicholas



To: **Cllr. Ellen ap Gwynn**
Chair of the ERW Joint Committee

Please ask for: **Scrutiny**

Scrutiny Office Line: **01792 637256**

e-mail: scrutiny@swansea.gov.uk

Date: **06 December 2017**

Dear Councillor Gwynn,

ERW Scrutiny Councillor Group – 29 September 2017

The Chairs and Vice Chairs of all six local authorities' Education Scrutiny Committees came together in Brecon for their bi-annual Scrutiny Councillor Group. I am writing to you with their views, conclusions and recommendations from the meeting on the 29 September 2017.

Quota of Challenge Advisors

The Managing Director updated us on the issue highlighted in our previous letter with regards to *what is being done by local authorities to reach their full quota of Challenge Advisors*. The Group heard that currently there are 45 full time equivalents in post of a target of 58 across the region. This gap was not in ability of ERW to close but is a challenge for individual Local Authorities to address. We heard that the formula currently used as part of the ERW agreement and how we actually manage capacity and staff across the region, needs to be looked at. We welcomed the ERW Joint Committees decision to set up a Programme Board to review and monitor capacity. The group would like an update on progress on how this is progressing at our next meeting.

Business Plan 2017-2020

The Managing Director provided us with a presentation on the latest Business Plan 2017-2020. We were pleased to hear about the new section built in that will measure impact/success. The group would like to receive updates on this section, at all future meetings, as it will form a standing item on our future Agendas.

Performance Management

We heard that there is an ongoing programme of upskilling schools in performance management and in particular the upskilling of middle managers in schools so they are in a good position to deal with under performance.

The campaign to recruit teachers

We were pleased to hear that the outcomes of this campaign so far is proving positive with twice as many applicants for teacher training than there has been in previous years.

The other topics we covered during the meeting include:

Estyn

Mark Champion from Estyn attended our meeting to discuss the ERW Estyn Inspection and to update us on the new framework for schools, local authority and regional inspections. In summary, we heard that Estyn:

- will be visiting ERW in November 17 for follow up (Welsh Government had asked Estyn to inspect the four Consortia and it has been agreed ahead of that each will be follow up on 1 year after inspection). There is no further work beyond this yet planned.
- will be starting the cycle of Local Authority inspection pilots over the coming months starting with 2 Local Authorities initially. In the new cycle each LA will be inspected on a five year cycle, so ERW will be involved each year as part of an individual LA inspection.
- there is now a cycle of individual school inspections in place, under the new inspection framework, following last year's pilot.
- post 16 and 6th form will have more prominence in inspections moving forward as there had not been much focus on this aspect previously.

Elective Home Education

This issue was raised following the response to our letter from the Welsh Government Cabinet Minister for Education. We still feel that there are huge gaps in this legislation and guidance and that there needs to be a political shift to address this. We did however, recognise that it is outside the remit of ERW and therefore would encourage each local authority to make their concerns known individually to Welsh Government.

We would welcome your views on any aspect of this letter, but on this occasion, do not require a formal written response.

Yours sincerely,

Cllr David Jones
Chair ERW Scrutiny Councillor Group



To:
Kirsty Williams AM
Cabinet Secretary for Education
Welsh Government

Please ask for: **Scrutiny**

Scrutiny Office Line: **01792 637256**

e-mail: scrutiny@swansea.gov.uk

Date: **06 December 2017**

Dear Cabinet Secretary

I am writing to you on behalf of the Education Through Regional Working Scrutiny Councillor Group. The Chairs and Vice Chairs of the local authorities' Education Scrutiny Committees from the ERW region came together in Brecon our bi-annual Scrutiny Councillor Group on 29 September.

It was the first meeting of the new municipal year and as such we discussed our role, role of ERW and the wider education consortia across Wales. While discussing the issues that this entails it was suggested that we invite you to our next meeting to discuss Education Consortia in Wales and their role in the future.

We would therefore like to invite you to our next meeting on 9 March 2018 which will be held in Carmarthen (venue to be confirmed) at 1.30pm (this time can be changed if it is not convenient for you).

We look forward to your reply.

Yours sincerely,

Councillor David Jones
Chair ERW Scrutiny Councillor Group

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Scrutiny Committee B

13th December 2017

Leisure/Culture Scrutiny Group

Purpose of Report: Progress report

Since the last meeting of Scrutiny Committee B on 12th October 2017 the following work has been undertaken:

Public Library Standards Report (undertaken by way of email scrutiny)

This piece of work was undertaken by way of email correspondence between Members of the Leisure/Culture Scrutiny Group who provided the Lead Member with comments. The Lead Member prepared scrutiny observations which were provided to Cabinet when the report was discussed on the 5th December 2017. A copy of the observations are attached.

The Lead Member will provide a verbal update from the Cabinet meeting.

Report contact: Liz Patterson, Scrutiny Officer Contact details: 01597 826980, elizabeth.patterson@powys.gov.uk Sources/background papers:

Membership:

County Councillors: **P Roberts** (Chair of Scrutiny Committee B and Lead Member)
G Breeze, H Hulme, D R Jones, E Roderick, G Thomas

**Leisure/Culture Scrutiny Working Group
Scrutiny Observations to Cabinet on 5th December 2017**

The Leisure/Culture Scrutiny Working Group were asked by Joint Chairs to undertake e – scrutiny of the Welsh Public Library Standards draft Cabinet report.

The Group makes the following observations:

Whilst the Annual assessment can be welcomed as a sign of a service in a stable state it also offers no room for complacency. Despite Powys meeting 17 of the core indicators in full its benchmark position in respect of other Welsh councils deteriorated on almost every measure where there was comparative data.

Of particular concern are the following areas which should be monitored closely over the next six months

- QI8 Availability of up to date reading material
- QI 12a supply of requests available in 7 days
- QI 14 b % Expenditure on information resources
- QI7 Attendance at events
- QI2 Customer satisfaction ratings

Whilst many of these failings are attributed to one-off factors outside the control of the service there is no scope for complacency at this time particularly in the field of acquisitions where performance in respect of choice of books is the worst in Wales.

An additional concern is the limited use of library facilities in holding related events. Scrutiny would encourage the service to look at the programmes of community events run by third sector organisations in school holidays and would encourage the development of similar initiatives within the library service.

Finally the impact of different ways of accessing library books including the all Wales Library ebooks initiative and the ability to reserve books from any library via the internet are not explicitly monitored by this report. As these are clearly likely to impact on some

of the other statistics we would encourage the service to lobby for the inclusion of suitable performance indicators in the standards for 2018 onwards.

So in summary Scrutiny welcome this report but would express grave concerns about the long term ability for the Council to deliver a comprehensive service if acquisition levels are not maintained and genuine efficiencies delivered by collocating with other services are not realised.

Membership of the Leisure/Culture Scrutiny Group:

County Councillors: **P Roberts** (Chair of Scrutiny Committee B and Lead Member)
G Breeze, H Hulme, D R Jones, E Roderick, G Thomas

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Scrutiny Committee B

13th December 2017

Welsh in Education Strategic Plan

Purpose of Report: Briefing

There is a requirement to produce a Welsh in Education Strategic Plan on a three yearly basis.

The current plan was considered at Cabinet on the 7th November 2017 and was approved for submission to Welsh Government.

The submitted plan is attached to the agenda and Officers will be in attendance to brief Members on the WESP and discuss how scrutiny should be involved in future consideration of the WESP.

Report contact: Liz Patterson, Legal, Scrutiny and Democratic Services

Contact details: 01597 826980, elizabeth.patterson@powys.gov.uk

Sources/background papers:

- WESP

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Welsh in Education Strategic Plan 2017-20

Powys County Council

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SECTION 1 INTRODUCTION

Section 84 of the School Standards and Organisation (Wales) Act 2013¹ requires all local authorities in Wales to prepare a Welsh in Education Strategic Plan (WESP) which sets out how the local authority will improve the planning of the provision of education through the medium of Welsh. Further to this, the Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013² set out the requirements for all local authorities in Wales to submit WESPs to the Welsh Ministers every three years.

The Regulations also require local authorities to carry out consultation on their draft plan before it is submitted to the Welsh Ministers. Consultation on this plan took place in accordance with the requirements of the Regulations, from the 23rd November 2016 and the 25th January 2017. The draft plan has been amended to take account of issues raised during the consultation period.

Powys County Council's Welsh in Education Strategic Plan for 2017-20 will be considered and approved by the Council's Cabinet before being submitted to the Welsh Ministers for their approval. Following submission, the School Standards and Organisation (Wales) Act 2013 states that Ministers may:

- Approve the Plan as submitted
- Approve the Plan with modifications; or
- Reject the Plan and prepare another one.

Once approved by the Welsh Ministers, progress on the Objectives outlined within the Plan will be monitored by the Council's Welsh-medium Education Forum, which will meet on a termly basis, and through the Schools Service's Accountability Framework.

The Council will be required to report annually on progress to the Welsh Government. This progress report will be shared with the Council's Cabinet before being submitted to the Welsh Government.

The Council's WESP for 2017-20 is aligned to the Council's Schools Reorganisation Policy (2015). Any school reorganisation proposals required in order to achieve the objectives of the WESP will be subject to the formal process as outlined in the policy and the School Organisation Code (2013).

¹ <http://www.legislation.gov.uk/anaw/2013/1/contents/enacted>

² <http://www.legislation.gov.uk/wsi/2013/3048/contents/made>

1.1 Powys County Council's vision for Welsh-medium education

To provide equality of provision for Welsh-medium learners in Powys

The Welsh Government has recently launched an ambitious new strategy to create a million Welsh speakers by the year 2050. The council welcomes this ambitious strategy, and acknowledges the key role Welsh-medium education will play in the achievement of this aim, and the need for the council to be proactive in order to stimulate growth in the number of pupils educated through the medium of Welsh.

The current method of delivering Welsh-medium education in Powys has led to a situation where access to this provision is a 'postcode lottery', where the type and level of provision available to pupils at each phase of their education varies significantly depending on where they live. This does not provide equality for Welsh-medium learners compared with English-medium learners. This lack of equality is exacerbated in the secondary phase, in particular in Key Stages 4 and 5. In the south of the county, Welsh-medium pupils in the Ystradgynlais area can access Ysgol Gyfun Ystalyfera, a Welsh-medium secondary school located in Neath Port Talbot County Borough, however the opportunity to access full Welsh-medium secondary provision in a designated Welsh-medium school is not available to pupils living in other parts of Powys.

The authority fully agrees with the view of Welsh Government that pupils are more likely to become fully bilingual after attending Welsh-medium schools, particularly when they come from non-Welsh speaking homes³, and acknowledges that designated Welsh-medium schools are the preferred model of delivery for Welsh-medium education. The authority acknowledges that a fundamental change is required to the method of delivering Welsh-medium education in Powys, to ensure that all learners can access high quality, robust provision from the early years onwards. In order to move towards a new delivery method, the authority is fully committed to establishing new designated Welsh-medium schools in both the primary and secondary sectors, and will direct capital investment to support this commitment, where appropriate. In addition, the authority will work in partnership with Mudiad Meithrin in order to provide access to high quality Welsh-medium early years provision.

Welsh-medium pupil numbers in Powys have remained fairly stagnant over recent years – in fact, over the period of the authority's previous Welsh in Education Strategic Plan (2014-17), the percentage of pupils assessed in Welsh first language at the end of the Foundation Phase decreased. The council recognises that significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers. It is recognised that this is a long term vision, and it will not be possible to change everything within the period of this WESP. However, the authority is fully committed to the long term vision to provide equality of provision for Welsh-medium learners in Powys, and to the development of an infrastructure that will enable all pupils to access full provision in either Welsh or English throughout all stages of education, in order to provide the best possible opportunities for our children and young people, to ensure an increase in the number of pupils educated through the medium of Welsh, and a thriving future for the Welsh language.

³ Welsh-medium Education Strategy – <http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

Objectives for 2017-20

The Council's main Strategic Objectives during the period of this Welsh in Education Strategic Plan are as follows:

- | | |
|--------------------|---|
| Objective 1 | To increase the opportunities for pupils to access Welsh-medium early years provision |
| Objective 2 | To establish, and identify opportunities to establish, new designated Welsh-medium provision in the primary sector |
| Objective 3 | To provide equitable and sustainable linguistic progression for Welsh-medium pupils from Key Stage 2 into Key Stages 3, 4 and 5 |
| Objective 4 | To provide improved opportunities for latecomers to transfer to the Welsh-medium sector in all stages of education |

In addition to these main objectives, the council acknowledges the need to promote the opportunities available for pupils to access Welsh-medium education within Powys. The council is currently working on the production of a Welsh-language Promotion Strategy, and the promotion of Welsh-medium education will be taken forward as part of this strategy.

1.2 Welsh-medium Education Forum

The council will facilitate meetings of the Welsh-medium Education Forum, which will meet on a termly basis.

The Forum's primary role will be to monitor progress in relation to the Objectives outlined in this WESP. The Forum's Terms of Reference will be reviewed annually.

Membership of the Forum will also be reviewed annually, however it is expected that membership will include the following:

- County councillors, including the Portfolio Holder for Education
- The council's Head of Schools
- Council officers whose role is linked to the outcomes stated in the WESP
- Representatives of schools within Powys
- Representatives of Welsh language organisations

1.3 Statement on Home to School Transport

Powys County Council provides school transport to the following pupils:

- primary school pupils living 2 miles or more from their nearest allocated school or centre, measured by the shortest available route
- secondary school pupils in Key Stages 3 and 4 living 3 miles or more from the nearest allocated secondary school or centre, measured by the shortest available route
- 16-19 year olds living 3 miles or more from the nearest allocated secondary school or further education college site within the County boundary offering post-16 provision

Transport is provided to the nearest school or centre offering provision in the language of their choice – for pupils who wish to access Welsh-medium provision, free transport is provided to the nearest Welsh-medium school or stream to their home.

Qualifying Welsh-medium pupils living in the Ystradgynlais area are entitled to free transport to Ysgol Gyfun Ystalyfera.

The most recent review of the authority's transport policy was undertaken following the publication of the Learner Travel Measure (Wales) 2008. Following this review, the authority has continued to provide free transport to enable pupils to attend the closest school providing Welsh-medium education. However, in order to ensure equality for all learners, the policy was amended to include the provision of transport for pupils to their nearest English-medium provision, where their nearest school is a Welsh-medium school. It is acknowledged that this change to the transport policy has had an impact on the number of pupils accessing Welsh-medium provision in some traditional Welsh-speaking areas.

The authority is currently reviewing the transport policy, and it is expected that the revised version will be considered by Cabinet before the end of 2016/ early 2017. However, the authority remains committed to providing transport to enable pupils to access Welsh-medium provision.

1.4 Policy Context and Welsh Government Priorities

Welsh-medium Education Strategy⁴

In 2010, the Welsh Government published the first ever Welsh-medium Education Strategy, which set out the national strategic direction for Welsh-medium education. The Strategy sets out the Welsh Government's vision:

⁴ <http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

'To have an education and training system that responds in a planned way to the growing demand for Welsh-medium education, reaches out to and reflects our diverse communities and enables an increase in the number of people of all ages and backgrounds who are fluent in Welsh and able to use the language with their families, in their communities and in the workplace.'

Powys County Council's WESP for 2017-20 sets out how the Council will respond to the 7 key outcomes outlined within the Welsh-medium Education Strategy.

Cymraeg 2050: Welsh language strategy⁵

The Welsh Government has recently launched a new Welsh language strategy which sets out the vision to reach one million Welsh speakers by 2050. The strategy acknowledges the role of education in the achievement of this aim. As stated on page 21 of the strategy:

'Welsh-medium immersion education is our principal method for ensuring that children can develop their Welsh language skills, and for creating new speakers. School data tells us how many children are educated through the medium of Welsh. In 2015/16, of the 35,000 learners in year 2, some 22 percent (namely 7,700) were assessed in Welsh (first language). If this percentage were to rise to 40 per cent by 2050 then this would be approximately 14,000 learners (based on the size of the cohort of learners in Year 2 in 2015), approximately 6,300 additional children. This demonstrates how important securing the commitment of the education system is to create a million speakers. It also highlights the importance of the early years sector as a point of early entry to immersion education, and as a way to increase demand for Welsh-medium education. The latest administrative data (2015/16) from Mudiad Meithrin shows that 86 per cent of children that attend Mudiad Meithrin groups progress to Welsh-medium primary education.'

The authority acknowledges the key role that Welsh-medium education will play in achievement in the Welsh Government's aim to increase the number of Welsh speakers, and acknowledges the important contribution the council's Welsh in Education Strategic Plan will make towards this aim.

Rewriting the Future – Raising Ambition and Attainment in Welsh Schools⁶

The council is committed to raising aspiration and attainment in Powys schools and to breaking down the barriers faced by learners from deprived backgrounds. This WESP sets out the authority's vision to provide equality of provision to Welsh-medium learners, this includes ensuring that learners from disadvantaged backgrounds are able to access Welsh-medium provision throughout all phases of education.

⁵ <http://gov.wales/topics/welshlanguage/welsh-language-strategy-and-policies/cymraeg-2050-welsh-language-strategy/?lang=en>

⁶ <http://gov.wales/topics/educationandskills/schoolshome/deprivation/rewriting-the-future-schools/?lang=en>

Successful Futures⁷

The Successful Futures document makes many references to the Welsh language and Welsh-medium schools. The authority is committed to the development of Welsh-medium schools and the teaching of Welsh in line with the recommendations outlined in the document.

Well-being of Future Generations (Wales) Act 2015⁸

The aim of the Well-being of Future Generations (Wales) Act 2015 is to improve the social, economic, environmental and cultural well-being of Wales. The Act includes 7 Well-being Goals, which provide a shared vision for the public bodies affected by the Act to work towards. One of these Goals is 'A Wales of vibrant culture and thriving Welsh language'. The authority's WESP for 2017-20 will be a key contributor to the long term achievement of this goal, through providing improved access to Welsh-medium education throughout all phases of education, ensuring a greater number of Welsh speakers in the future.

⁷ <http://gov.wales/docs/dcells/publications/150225-successful-futures-en.pdf>

⁸ <http://gov.wales/topics/people-and-communities/people/future-generations-act/?lang=en>

SECTION 2 WELSH IN EDUCATION STRATEGIC PLAN

Outcome 1 More seven-year-old children being taught through the medium of Welsh

Current Position

18.5% of Year 2 pupils in Powys were assessed in Welsh (First Language) in the 2015/16 academic year. This is a decrease compared with the % of Year 2 pupils taught through the medium of Welsh in 2014/15 (19.1%) and 2013/14 (19.3%).

The following targets have been set for the life of this Welsh in Education Strategic Plan:

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 2	18.5%	19.0%	19.5%	20.0%	20.5%

The authority's view is that this is a realistic reflection of the current position. The authority has recognised that 'significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers'. However, the authority has also recognised that it will take time for these changes to take effect. This indicator relates to the % of pupils assessed in Welsh in Year 2, therefore it will be some years before this indicator reflected any changes in the number of pupils accessing Welsh-medium provision in the foundation phase following any changes in the way Welsh-medium education is delivered.

Current Welsh-medium primary provision

Welsh-medium primary provision in Powys is provided through a combination of Welsh-medium schools and dual stream schools. There are currently 10 Welsh-medium primary schools, and a further 13 schools deliver Welsh-medium primary education through dual stream provision. All schools which offer Welsh-medium primary provision are either Welsh-medium schools or dual stream schools, therefore the authority's expectation is that pupils are in separate Welsh-medium classes.

However, the authority recognises that the current budgetary situation is causing some dual schools to merge classes, for example merging Welsh-medium and English-medium groups in the foundation phase. The authority's expectation would be for the language of delivery of any such 'merged' classes to be predominantly Welsh-medium.

Capital plans

As part of Band A of the Welsh Government's 21st Century Schools Programme, there has been capital investment in the following schools which provide education through the medium of Welsh:

- Ysgol Gymraeg Dyffryn y Glowyr, Ystradgynlais – a 300 pupil Welsh-medium primary school which opened in 2012-13
- Ysgol Dafydd Llwyd, Newtown – a new building, with capacity for 270 pupils which opened in January 2016 to replace Ysgol Dafydd Llwyd's previous accommodation

In addition, the authority is planning the following capital developments within Band A:

- New Welsh-medium primary school in Welshpool
- Replacement building for Ysgol Bro Hyddgen, Machynlleth

The authority is in the initial stages of planning for capital investment as part of Band B of the 21st Century Schools programme. Full consideration will be given to the objectives included in this WESP when planning the priorities for Band B.

Capacity and S106 agreements

The authority has identified that Ysgol Gymraeg Dyffryn y Glowyr, the only Welsh-medium provision in the Ystradgynlais catchment area has reached capacity. Demand for places at the school is expected to increase in the future due to a proposed new housing development in close proximity to the school. The authority has been successful in securing a S106 agreement for the expansion of the school following the completion of part of the proposed development. Reviewing the Welsh-medium provision available in the Ystradgynlais catchment will be a key a focus of this WESP, to ensure that the provision available meets the current demand for Welsh-medium provision and stimulates further growth in the number of pupils educated through the medium of Welsh in this area.

Federations

There is currently only one federation within Powys. This is a federation of Ysgol Glantwymyn, Ysgol Llanbrybmair and Ysgol Carno, three Welsh-medium primary schools in the Machynlleth area. The federation has been successful in terms of ensuring the continued provision of Welsh-

medium education in a rural, traditionally Welsh speaking area. The federation has secured permanent leadership, which has enabled standards within the three schools to improve.

There are no current plans for any further federations involving Welsh-medium provision, however federation and merger / amalgamations are options which are taken into consideration when reviewing school provision within the authority.

Assessing demand

The last survey to assess the demand for Welsh-medium education took place in 2010, and the results have helped to inform the primary and secondary modernisation programmes. The authority has been prepared to carry out a further survey since 2014 in line with the requirements of the 2013 Regulations, however there have been difficulties with accessing the information required to conduct this survey due to the fact that babies living in Powys are born in hospitals located in a number of local authority areas, and therefore their births are registered by these authorities. In addition, the authority has concerns about the effectiveness of surveys such as these in identifying demand for Welsh-medium education, due to the rural nature of Powys and the dispersed population within the county.

The authority remains committed to carrying out work to measure demand for Welsh-medium provision in the county, and has been looking at alternative methods of assessing potential latent demand for Welsh-medium education. The authority has led the development of a statistical model for measuring potential latent demand for Welsh-medium education across Powys, based on census data and information about current pupil choices obtained via PLASC. A report has been produced which outlines the findings of this work and identifies the areas of Powys where the highest potential unmet demand for Welsh-medium education exists. These findings will be a key consideration for the council when planning future developments.

Providing information to parents

Information about Welsh-medium education is provided to parents in the Council's Admissions book, which all parents receive before applying for a primary school place for their child. In addition, information is available on the authority's website. Information is also provided by the Council's Family Information Service. The authority will work with key stakeholders, such as the Mentrau Iaith, to implement a Communications / Marketing Strategy in conjunction with the establishment of any new Welsh-medium provision, in line with the authority's Welsh-language Promotion Strategy, which is expected to be approved during 2017.

Early Years provision

The authority fully agrees with the view of Welsh Government, as outlined in Cymraeg 2050 with regard to the importance of early years Welsh-medium provision in order to facilitate entry into Welsh-medium education. The authority's restructuring of early years education has been ongoing

for a number of years, and this, along with the proposal to raise the age of admission in Powys schools, has been the authority's focus in terms of early years provision.

This work has now been concluded, and the new settings became operational on the 1st September 2017. 21 Welsh-medium settings have been commissioned, however there remains no Welsh-medium provision in the Crickhowell, Gwernyfed and John Beddoes catchments.

Welsh-medium early years provision will be established and/or enhanced in key strategic areas as part of the authority's reviews of Welsh-medium primary provision. Where new Welsh-medium schools are built, dedicated space for Welsh-medium early years provision will be an integral part of the new building. Where new Welsh-medium streams are established in areas where there is currently no Welsh-medium provision, the authority will work with Mudiad Meithrin to ensure the establishment of early years provision.

Main objectives in order to achieve Outcome 1

Ref	Objective	Supporting Statement	Timescale
1.1	Establish and build a Welsh-medium primary school in Welshpool	<p>The authority has been working on a review of primary provision in the town of Welshpool for a number of years, and is pleased that this project is now nearing completion.</p> <p>The authority anticipates that the establishment of a new Welsh-medium primary school in Welshpool will lead to an increased awareness of Welsh-medium education within the catchment area, and an increase in the number of pupils accessing Welsh-medium education.</p>	<p>School opened in September 2017 on the current Ardwyn site</p> <p>New building to open in 2018/19</p>
1.2	Develop Welsh-medium primary provision in the Mid Powys area	<p>There has been an increase in the number of pupils accessing Welsh-medium provision in the Llandrindod Wells and Builth Wells catchment areas.</p> <p>The authority will review the current Welsh-medium provision in the area, with a view to developing an infrastructure that will provide the best opportunities to increase the number of pupils accessing Welsh-medium education..</p>	Review to commence during the autumn term 2017

1.3	Establish additional Welsh-medium places in the Ystradgynlais area	<p>There has been an increase in the number of pupils accessing Welsh-medium provision in the Ystradgynlais area, which has put pressure on the places available at Ysgol Gymraeg Dyffryn y Glowyr, the only Welsh-medium primary provider in the catchment area.</p> <p>Whilst the authority has been successful in securing a S106 agreement for the expansion of Ysgol Gymraeg Dyffryn y Glowyr following the completion of part of the proposed development, the authority recognises that the linguistic background of the Ystradgynlais area makes this a key strategic area in terms of growth in Welsh-medium pupil numbers.</p> <p>The authority will review the current provision within the catchment area to identify opportunities to provide improved access to Welsh-medium education, in order to meet the evidenced demand for Welsh-medium education in the catchment area, and to promote further growth.</p>	<p>Short term measures to be agreed before the end of 2017 to ensure that the school can accommodate all prospective Welsh-medium pupils.</p> <p>A wider review of Welsh-medium provision in the area to agree a long term solution to commence during 2018.</p>
1.4	Develop Welsh-medium primary provision in the Llanidloes area	<p>Welsh-medium primary provision in the Llanidloes catchment area is currently provided at Ysgol Dyffryn Trannon, a dual stream school located in Trefeglwys, however there is currently no provision in the town of Llanidloes.</p> <p>The authority will review the current Welsh-medium provision in the catchment, with a view to developing an infrastructure that will provide the best opportunities to increase the number of pupils accessing Welsh-medium education.</p>	Review to commence during 2018
1.5	Establish Welsh-medium provision in the Gwernyfed catchment area	<p>There is currently no Welsh-medium primary provision in the Gwernyfed catchment area.</p> <p>Following the recent investment in new school buildings in the Gwernyfed catchment area, the authority will identify opportunities to establish Welsh-medium early years and primary provision in the catchment.</p>	Review to commence during 2019

1.6	Support Ysgol Bro Hyddgen, Machynlleth to move along the language continuum	<p>The number of pupils accessing English-medium education within the Bro Hyddgen catchment area has decreased over recent years.</p> <p>The authority will support Ysgol Bro Hyddgen to move along the language continuum in order to provide a more viable model of delivery for the school, and to ensure that all pupils in the catchment area are fully bilingual by the time they leave school.</p>	Seek initial agreement with the school by September 2018.
1.7	Establish provision for latecomers in Powys	<p>There is currently no centre for latecomers in Powys.</p> <p>Support is provided to latecomers to Welsh-medium schools in the primary sector in response to requests from individual schools. Priority is given to pupils in year 2 and above. The support is delivered through a combination of teacher support and classroom assistant support. The support is normally for a period of 2 years, by which time the pupils are expected to be able to follow the whole curriculum through the medium of Welsh. The aim is that every pupil will follow the Welsh first language programme of study.</p> <p>The authority acknowledges that the opportunities for latecomers to Welsh-medium education to access Welsh language immersion provision are limited in Powys compared with the opportunities available in other areas. The authority will seek to address this during the period of this WESP.</p>	Provision for latecomers to be established by the end of the 2018/19 academic year

Outcome 2 More learners continuing to improve their language skills on transfer from primary to secondary school

Current Position

14.1% of Year 9 pupils in Powys were assessed in Welsh (first language) in the 2015/16 academic year. This is an increase compared with the percentage of Year 9 pupils assessed in Welsh (first language) in 2014/15 (12.5%) and 2013/14 (10.5%).

The percentage of pupils assessed in Welsh (first language) is much lower than the % of pupils assessed in Welsh (first language) in Year 2, however it must be noted that Welsh-medium pupils in the Ystradgynlais area transfer out of county to Ysgol Gyfun Ystalyfera for their secondary provision. In addition, historically a number of pupils from outside Powys have transferred into the county to access English-medium secondary provision, which has also impacted on the percentage of pupils assessed in Welsh (first language).

The data indicator refers to the percentage of pupils assessed in Welsh (first language) rather than the percentage of pupils receiving Welsh-medium education. It is likely that the percentage of pupils receiving Welsh-medium education is slightly lower than this. This is due to some pupils in dual stream schools choosing to access English-medium secondary provision but continuing to study Welsh (first language), and also due to some pupils choosing to transfer to their local English-medium secondary rather than the designated Welsh-medium secondary provider for their area, but continuing to study Welsh (first language).

The following targets have been set for the life of this Welsh in Education Strategic Plan:

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 9	14.1%	14.5%	14.5%	14.5%	14.5%

The authority has recognised that ‘significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers’. However, the authority has also recognised that it will take time for these changes to take effect. This indicator relates to the % of pupils assessed in Welsh in Year 9, therefore it will be many years before this indicator reflects any changes in the number of pupils accessing Welsh-medium provision in the primary sector phase following any changes in the way Welsh-medium education is delivered.

Current Welsh-medium provision

Welsh-medium secondary provision is provided through a number of dual stream schools located throughout Powys. However, the number of Welsh-medium pupils and the range of subjects provided at each school varies significantly, and decreases as pupils move through the schools.

In March 2015, the council's Cabinet initiated a secondary reorganisation programme, which had the following four priority areas:

- Priority 1: Establishment of new Beacons Learning Campus, Brecon
- Priority 2: Review of secondary education in Mid Powys
- Priority 3: Review of Post-16 Education in Ystradgynlais
- Priority 4: Review of Secondary Education in North Powys, with a focus on Welsh medium provision

Priorities 1 – 3 have been completed and are in various stages of implementation.

Following the local government elections held in May 2017, the council's new Cabinet is currently shaping its vision and priorities for learning and skills. This will include actions related to Priority 4.

Pupil transfer

Overall, the number of pupils who do not transfer from Welsh-medium primary provision to Welsh-medium secondary provision is fairly small, although the authority acknowledges that there are issues in some areas, in particular Welshpool and Llandrindod Wells. The authority will seek to address these issues through the establishment of a Welsh-medium primary school in Welshpool, as outlined in Objective 1.1, and through the review of Welsh-medium primary provision in Mid Powys, as outlined in Objective 1.2.

It is also noted that a small number of Welsh-medium pupils in the Dyffryn Banw and Bro Ddyfi areas choose to transfer to English-medium secondary provision instead of continuing to access Welsh-medium provision. The authority will expect enhanced collaboration between these schools and the secondary schools in those areas in order to address this.

Main objectives in order to achieve Outcome 2

Ref	Objective	Supporting Statement	Timescale
2.1	Continue with the work to establish one or more category 2A schools in north Powys	<p>Since 2015, the council has been investigating the feasibility of establishing a category 2A school or schools in north Powys. This early feasibility work has identified Newtown and/or Welshpool as the most suitable location(s) to develop new category 2A provision, building upon the growth and planned growth in primary Welsh-medium pupil numbers in these two towns.</p> <p>The authority will now develop a detailed options analysis, in order to submit a business case for 21st Century Schools Funding (Band B).</p>	Work on developing a Strategic Outline Case will begin in November 2017 for submission to Welsh Government in accordance with their timescales for Band B funding.
2.2	Develop the Welsh-medium provision in Mid and South Powys	<p>In July 2017, the council's Cabinet considered an Objection Report relating to a proposal to close the Welsh-medium stream at Brecon High School, which would see the centralisation of Welsh-medium secondary provision for Mid and South Powys in Builth Wells. At the meeting, the Cabinet rejected the proposal to close the Welsh-medium stream, and approved the retention of Welsh-medium provision at Brecon High School.</p> <p>However, the number of pupils accessing Welsh-medium provision at both Brecon High School and Builth Wells High School (which will become part of the New Mid Powys Secondary School from the 1st September 2018) remains small, which is impacting on the subject provision that can be offered. This is a particular concern at KS4 and post-16.</p>	The school communities involved to develop their Welsh-medium programme to ensure future resilience.
2.3	Formalise the arrangement with Neath Port Talbot in relation to pupil transfer to Ysgol Gyfun Ystalyfera	Free transport is provided to enable Welsh-medium learners in the Ystradgynlais area to access dedicated Welsh-medium provision at Ysgol Gyfun Ystalyfera, located in Neath Port Talbot. However, there is no formal arrangement with Neath Port Talbot County Borough Council to support this arrangement.	Formalising the arrangement with Neath Port Talbot County Borough Council to commence once a final decision has been made in respect of the Welsh-

		<p>The authority's previous WESP for 2014-17 included a commitment to formalise this arrangement, however this was not achieved. It is now essential that this agreement is formalised, in order to ensure continued access to a full Welsh-medium curriculum for Powys learners.</p> <p>Should the council's Cabinet approve the closure of the Welsh-medium stream at Brecon High School, as outlined in Outcome 2.2, the agreement with Neath Port Talbot County Borough would need to include pupils in the Sennybridge area. Therefore this will be taken forward once a final decision has been made in respect of the Welsh—medium stream at Brecon High School.</p>	<p>medium stream at Brecon High School.</p> <p>To commence before the end of December 2017 at the latest.</p>
2.4	As part of the establishment of a new Welsh-medium primary school in Welshpool, increase the number of pupils from Welshpool continuing to access Welsh-medium provision on transfer to secondary school.	<p>The number and proportion of Welsh-medium pupils attending Ysgol Maesydre that transfer to Ysgol Uwchradd Caereinion to access Welsh-medium secondary provision is low.</p> <p>In conjunction with the establishment of a new Welsh-medium primary school in Welshpool, the authority will work with the headteacher and governing body of the new school to establish transition links with the designated Welsh-medium secondary provider for the Welshpool area.</p>	Work to commence following the establishment of the new Welsh-medium school in Welshpool in September 2017.
2.5	Identify opportunities to establish late immersion provision	<p>The council does not currently provide any opportunities for pupils who have been educated through the medium of English in the primary sector to transfer to the Welsh-medium sector for their secondary education, however in the past, this provision was available at Builth Wells High School and Llanfyllin High School.</p> <p>During the lifetime of this WESP, the authority will identify opportunities to re-introduce this type of provision in Powys.</p> <p>The authority acknowledges that dedicated Welsh-medium secondary provision provides the best opportunity for pupils to be immersed in the Welsh language and the best opportunity for this type of scheme</p>	The establishment of late immersion provision in north Powys will be taken forward as part of the work to establish one or more category 2A secondary schools in north Powys, as outlined in 2.1

		to be successful. Therefore, the establishment of provision for latecomers in the secondary phase will be a key consideration as part of any move to establish category 2A secondary provision.	
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Outcome 3 More students aged 14-16 studying for qualifications through the medium of Welsh

Outcome 4 More students aged 14-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning

Current Position

In 2015/16, 85.19% of learners entered for GCSE Welsh First Language were entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh.

The following targets have been set for the live of this Welsh in Education Strategic Plan:

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners entered for GCSE Welsh (first language) entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh	85.19%	85.5%	86%	86.5%	87%

Whilst these targets do not appear to be aspirational, the authority's view is that this is a realistic reflection of the current position. The authority has recognised that 'significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers'. However, the authority has also recognised that it will take time for these changes to take effect.

Current Welsh-medium provision

As outlined in relation to Outcome 2, Welsh-medium secondary provision through all phases of education is provided through a number of dual stream schools located throughout Powys. However, the number of Welsh-medium pupils and the range of subjects provided at each school varies significantly. Due to the small number of pupils at some dual stream schools, it is particularly challenging to provide Welsh-medium subjects in Key Stages 4 and 5. The authority's WESP for 2014-17 stated the authority's aim that all dual stream secondary schools would become category 2B secondary schools by September 2020, to ensure that pupils are able to access sufficient Welsh-medium provision to

enable them to continue to develop their Welsh-medium skills during their time at secondary school. However, progress towards achieving this aim has been limited, particularly in respect of Key Stage 4 provision, and this is compounded by the challenging financial situation faced by the authority, which will make it increasingly difficult to achieve this target by 2020. The authority is now keen to identify alternative options in order to improve the opportunities available to Welsh-medium pupils through all key stages, which are outlined in Outcome 2.

Welsh-medium and bilingual sixth form provision is provided by four schools – Builth Wells High School, Caereinion High School, Llanfyllin High School and Ysgol Bro Hyddgen. Courses are commissioned by the authority through the North Powys Collaboration and the South Powys Collaboration.

The majority of vocational provision in Powys is provided by NPTC Group of Colleges at their campuses in Newtown and Brecon. However, there is currently no Welsh-medium provision at either campus. Some vocational courses are provided in Welsh or bilingually at some secondary schools, however the range of courses available is small.

Main objectives in order to achieve Outcomes 3 and 4

The authority's objectives in order to increase the number of GCSE subjects available, and therefore the number of students studying for GCSE subjects through the medium of Welsh are provided within the objectives for Outcome 2.

The authority's objectives in order to increase the post-16 provision available, and therefore the number of students studying post-16 subjects through the medium of Welsh are also provided within the objectives for Outcome 2. This includes access to Welsh-medium vocational provision.

Ref	Objective	Supporting Statement	Timescale
3/4.1	Continue to support schools to increase post-16 opportunities for Welsh-medium learners	The authority acknowledges that Welsh-medium opportunities at post-16 vary significantly throughout the county, and the situation is expected to worsen due to the continued decrease in pupil numbers, and subsequently the post-16 funding that the authority receives from Welsh Government. The authority receives a Welsh-medium post-16 uplift grant from the Welsh Government to support the funding of Welsh-medium post-16 courses. This is allocated to schools that offer Welsh-medium post 16 provision. The schools that receive this funding provide courses through the medium of Welsh, however the number and range of courses provided is limited.	Throughout the period of the WESP

		<p>Because of the small numbers involved, schools are increasingly looking for opportunities to merge classes and provide subjects bilingually, which does not meet the aspirations of this WESP.</p> <p>Ysgol Bro Hyddgen, Machynlleth have a successful Post-16 partnership with Ysgol Gyfun Penweddig to provide enhanced subjects for the 14-19 year olds at the school. Builth Wells High School is currently collaborating with Coleg Sir Gar to provide Agriculture KS4 through the medium of Welsh.</p> <p>The authority will explore opportunities to collaborate with vocational providers to introduce new Welsh-medium vocational subjects.</p>	
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Outcome 5 More students with advanced skills in Welsh

5.1 Welsh First Language

Current Position

Data relating to pupil attainment in Welsh First Language and targets for the life of this Welsh in Education Strategic Plan are provided in Annex A.

Powys County Council supports all schools to improve Welsh language literacy standards by ensuring that the requirements of the National Curriculum, the National Literacy Framework and the new WJEC syllabus for Welsh First Language are met. Support for Welsh First Language is provided by the authority's Challenge Advisors, and in particular by the lead Challenge Advisor for Welsh. Training opportunities are provided by the local authority and ERW.

ERW officers work collaboratively to support local authorities across the region by identifying priorities for improving Welsh language and literacy skills across the region. An effective menu of support is agreed, and training resources are developed and used to deliver training across the region, in order to ensure consistency in the approach across the ERW region.

Local priorities are identified annually in the Level 3 plan for Literacy within the Schools Service's Accountability Framework, following a detailed evaluation of standards. Measurable targets and a clear timescale are identified and progress is monitored quarterly.

Opportunities for Welsh-medium pupils to use the language in formal and non-formal settings are provided by schools themselves, as well as Menter Maldwyn and Menter Brycheiniog, the Urdd and the YFC. During the period of the previous WESP, a wide range of opportunities were provided for all Powys schools to take part in Welsh language activities during the period leading up to the National Eisteddfod, which was held in Meifod in 2015. During the period of this WESP, the Urdd National Eisteddfod will be held near Builth Wells in 2018. This will provide many opportunities for pupils, particularly those in Mid and South Powys, to take part in Welsh language activities, and the authority will work with the Urdd and Menter Brycheiniog to ensure that opportunities for Welsh-medium pupils to take part in activities through the medium of Welsh are maximised.

One school in Powys, Ysgol Gymraeg Dyffryn y Glowyr, located in the Ystradgynlais area, is already taking part in 'Tanio'r Ddraig', the Welsh Language Charter introduced by Ysgol Gyfun Ystalyfera and its feeder schools in 2014. Ysgol Gymraeg Dyffryn y Glowyr has achieved the Silver award, and is now working towards the Gold award. The authority is keen to ensure that all Powys schools are involved in the Welsh Language Charter initiative, in order to promote the use of the Welsh language within schools, and will introduce a Welsh language Charter for schools teaching through the medium of Welsh from September 2017.

Main objectives in order to achieve Outcome 5 – Welsh First Language

Ref	Objective	Supporting Statement	Timescale
5.1.1	Increase the % of schools performing in the higher 50% of similar schools in Welsh First Language by providing training on aspects of Welsh and encouraging school to school support	<p>Currently, 41% (9 schools) are performing in the lower 50% of similar schools.</p> <p>School and local authority data is analysed annually and individual schools are targetted for support and challenge by Challenge Advisors during annual visits in the autumn term.</p> <p>School performance is evaluated annually through data analysis and visits to every school in the local authority.</p>	By 2020
5.1.2	<p>Increase the % of pupils that achieve the highest level with regard to Welsh First Language at the end of each Key Stage:</p> <ul style="list-style-type: none"> - Foundation Phase – increase the % of pupils attaining Outcome 6 to 48% - Key Stage 2 – increase the % of pupils attaining Level 5 to 55% - Key Stage 3 – increase the % of pupils attaining Level 6 to 65% - GCSE – Increase the % of pupils 	<p>Foundation Phase The current percentage is 39.3%. This is above the national average of 36.2%</p> <p>Key Stage 2 The current percentage is 44.3%. This is above the national average of 38.0%. Powys is ranked 4th when compared with other authorities in Wales</p> <p>Key Stage 3 The current percentage is 52.8%. This is below the national average of 57.3%. However, small cohorts are a significant factor and result in fluctuations in percentages from year to year.</p> <p>Key Stage 4 The current percentage is 63.7% (provisional)</p>	<p>Increase the % of pupils achieving the higher outcomes / levels by 2020. (Consideration must be given to the changes in assessment arrangements as from Setember 2018 at Foundation Phase, key stage 2 and key stage 3)</p> <p>Key stage 4 – 80% to achieve the Level 2 by 2020.</p>

	achieving A* - B to 80%		
5.1.3	Introduce the Welsh Language Charter for Welsh First Language, with the aim that all primary schools that teach through the medium of Welsh are part of the scheme.	<p>The Council has observed the positive impact Welsh Language Charters have had on the use of Welsh outside the classroom in areas such as Gwynedd and Ysgol Gyfun Ystalyfera and its feeder schools, including Ysgol Gymraeg Dyffryn y Glowyr, which has achieved the Silver award and is now working towards the Gold award.</p> <p>The Council is keen to provide opportunities for Powys schools to offer similar opportunities for pupils, in order to promote the use of the Welsh language.</p>	<p>Welsh Language Charter to be launched in September 2017.</p> <p>All schools that teach through the medium of Welsh to achieve the Bronze award within 12 months.</p> <p>After achieving the Bronze award, schools to work towards the Silver award.</p>

5.2 Welsh Second Language

Current Position

Data relating to pupil attainment in Welsh Second Language and targets for the life of this Welsh in Education Strategic Plan are provided in Annex A.

Powys County Council supports all schools to improve Welsh second language through the Athrawon Bro service. This consists of 5 Athrawon Bro and 1 Uwch Athrawes Fro. Schools are categorised based on a set of criteria which is used to determine their support needs, and a greater level of support is provided to category 2 and 3 schools. The Athrawon Bro support the teaching and learning of Welsh as a Second Language and the development of pupils' bilingual skills from Foundation Phase to Key Stage 4 in settings where Welsh is delivered as a second language. The team provide additional targeted support to schools pre and post inspection and provide standardization, moderation support for clusters to improve practice in primary schools and to raise standards. The team also provide a range of training courses for schools; these concentrate on improving language skills and teaching methodology. Follow-up support and mentoring sessions are also provided for teachers and learning support assistants who have completed Sabbatical Schemes.

Local priorities are identified annually in the Level 3 plan for Literacy within the Schools Service's Accountability Framework, following a detailed evaluation of standards. Measurable targets and a clear timescale are identified and progress is monitored quarterly.

Schools teaching Welsh as a Second Language are expected to provide a range of opportunities for pupils to use Welsh within the school day. There are also opportunities for pupils to access activities provided by Menter Maldwyn and Menter Brycheiniog, the Urdd and the YFC. A wide range of opportunities were provided for all Powys schools to take part in Welsh language activities during the period leading up to the National Eisteddfod, which was held in Meifod in 2015. During the period of this WESP, the Urdd National Eisteddfod will be held near Builth Wells in 2018. This will provide many opportunities for pupils, particularly those in Mid and South Powys, to take part in Welsh language activities.

The authority has been working with other authorities within ERW to establish a Welsh Language Charter for schools teaching Welsh as a Second Language. 46 schools in Powys have received appropriate training to enable them to implement the Welsh Language Charter in their schools starting in September 2016/17.

Main objectives in order to achieve Outcome 5 – Welsh Second Language

Ref	Objective	Supporting Statement	Timescale
5.2.1	<p>Increase the % of pupils that achieve the highest level with regard to Welsh Second Language at the end of each Key Stage:</p> <ul style="list-style-type: none"> - Key Stage 2 – increase the % of pupils attaining Level 5 to 35% - Key Stage 3 – increase the % of pupils attaining Level 6 to 53% - GCSE – Increase the % of pupils achieving A* - B 	<p>Key Stage 2 The % of pupils achieving level 5+ in 2016 is 33.7%. This is well above the national average of 23.3%. The data evidences a significant upward trend over the last three years, with a 10.9 percentage point increase since 2014.</p> <p>Key Stage 3 The % of pupils achieving a level 6+ in 2016 is 52.1%. This is well above the national average of 44.6%. Again, the data evidences a significant upward trend over three years, with a 22 percentage point increase since 2014.</p>	<p>Key Stage 2 – increase the % of pupils attaining Level 5 to 35% by 2019</p> <p>Key Stage 3 – Increase the % of pupils attaining Level 6 to 53% by 2019</p> <p>Key Stage 4 – Increase the % of pupils achieving A*-B by 2019</p>

5.2.2	Implement the Welsh Language Charter for Welsh Second Language schools, with the aim that all second language schools adopt the Charter and achieve the bronze award during the period of the WESP.	<p>The authority has been working with other authorities within ERW to establish a Welsh Language Charter for schools teaching Welsh as a Second Language. The aim for the Charter is to ensure that additional opportunities are provided for pupils to use Welsh outside the classroom.</p> <p>46 schools in Powys have received appropriate training to enable them to implement the Welsh Language Charter in their schools starting in September 2016/17.</p>	All schools teaching Welsh as a Second Language to adopt the Charter and achieve the bronze award by 2020.
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Outcome 6 Welsh medium provision for learners with additional learning needs (ALN)

Current Position

Demand for Welsh-medium provision for additional learning needs in mainstream education is met through Welsh-medium schools or streams. Support is provided via the authority's Welsh-medium Special Educational Needs Advisory Teacher, and through informal networks of ALN support teachers who share resources.

Specialist Welsh-medium provision for pupils with ALN is available at the Specialist Centre at Ysgol Gymraeg Dyffryn y Glowyr, Ystradgynlais, and bilingual provision is available at Ysgol Bro Hyddgen, Machynlleth. There are no facilities to provide Welsh-medium or bilingual provision at any other Specialist Centres throughout Powys.

There are no opportunities to access Welsh-medium Special School provision in Powys, however there are opportunities to access provision in neighbouring authorities where there is accessible provision available. Any request for a Powys pupil to access Welsh-medium provision in a Special School located in another authority would be considered by the authority's SEN Statutory Panel.

The authority collaborates with other authorities within the ERW consortium. This work has included pooling the support resources that are available to provide Welsh-medium ALN support.

The authority has no formal collaboration arrangement with any other authority with regard to ALN support, however there is an opportunity to work with Ceredigion local authority to access Welsh language support, particularly with regard to education psychology support.

Main objectives in order to achieve Outcome 6

Ref	Objective	Supporting Statement	Timescale
6.1	Carry out an audit of ALN provision	Whilst demand for Welsh-medium ALN provision is monitored on an on-going basis, and the authority aims to respond to individual requests, the authority has not carried out a formal audit of the provision available in order to identify areas which need to be developed further.	Audit to be carried out during 2017. Findings of audit to be shared with stakeholders through the Welsh-medium Education Forum and Welsh Language Forums during the 2017/18 academic year.

			Further actions to be identified following completion of the audit.
6.2	Ensure that consideration is given to the need to provide access to Welsh-medium provision as part of the review of Special Schools in North Powys which is currently ongoing	<p>There is currently no Welsh-medium Special School provision in Powys.</p> <p>The authority is currently reviewing Special School provision in North Powys. As part of this review, the authority will consider the need to provide access to Welsh-medium provision.</p>	New Special School provision to be taken forward in Band B of the 21st Century Schools programme.

Outcome 7 Workforce planning and continuing professional development

Current position

Individual schools are responsible for recruiting teachers that have the appropriate skills to meet the school's needs. Where a school is seeking to appoint a teacher to teach through the medium of Welsh, this will be an essential requirement of the position. Overall, there doesn't appear to be a problem with recruiting teachers to teach through the medium of Welsh in the primary sector, however in some areas of Powys, recruitment is becoming increasingly challenging. Schools in some areas of Powys do have difficulty finding Welsh-speaking supply teachers.

However, there are significant difficulties with recruiting Welsh-speaking headteachers in the primary sector in Powys. Where schools are unable to appoint permanent headteachers, temporary arrangements are made, such as acting headships, which vary in length. Recruiting Welsh-speaking headteachers can be a particular issue in dual stream schools, and a number of dual stream schools have appointed headteachers who have limited Welsh language skills as they have been unable to recruit a Welsh-speaking headteacher. This is a concern, and does not meet the authority's aim to provide full immersion to Welsh-medium pupils. The authority aims to address this issue through the stated objectives in relation to Outcome 1.

In the secondary sector, the authority is aware that some schools have had difficulty recruiting teachers to teach through the medium of Welsh in certain subject areas. The authority aims to address these issues through the stated objectives in relation to Outcome 2.

The authority works in conjunction with Aberystwyth University to offer opportunities for staff working in English-medium schools and streams to attend the Welsh-language Sabbatical Scheme, in order to improve their Welsh language skills.

Main objectives in order to achieve Outcome 7

Ref	Objective	Supporting Statement	Timescale
7.1	In conjunction with Aberystwyth University, offer an opportunity for teachers and teaching assistants throughout Powys to improve their Welsh language skills by offering Sabbatical courses at	49 teachers and 52 teaching assistants have attended Sabbatical courses since 2012. During the 2016/17 academic year, the course is being offered in Newtown.	Courses to be provided annually up until 2020

	strategic locations across Powys		
7.2	Provide post-course support for all Powys staff that participate in the Sabbatical scheme.	<p>Post-course support is provided by the Athrawon Bro service for Powys staff that participate in the Sabbatical scheme.</p> <p>This support consists of a revision course during the year after they completed the Sabbatical course. In addition, all staff that have attended Sabbatical courses receive regular support from the Athrawon Bro team during their regular visits to schools. Regular discussions take place with the headteachers of schools where staff have attended the Sabbatical scheme and targets are agreed to ensure that opportunities are provided for past participants in the scheme to continue to develop their Welsh language skills.</p>	<p>Post-course support to be provided for all staff that participate in Sabbatical courses.</p> <p>Support to planned annually in accordance with EIG funding.</p>

Annex 1 Data

Outcome 1 More seven-year-old children being taught through the medium of Welsh

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 2	18.5%	19.0%	19.5%	20.0%	20.5%

The authority does not expect to see a significant increase in the percentage of seven-year-old children being taught through the medium of Welsh during the lifetime of this WESP.

Outcome 2 More learners continuing to improve their language skills on transfer from primary school to secondary school

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 9	14.1%	14.5%	14.5%	14.5%	14.5%

The authority does not expect to see a significant increase in the percentage of year 9 pupils taught through the medium of Welsh during the lifetime of this WESP.

How does this figure compare with percentage of learners in Year 6 who were assessed in Welsh (First Language) three years earlier?

% of learners in Year 6 assessed in Welsh (First Language) – 2012/13	% of Year 9 pupils assessed in Welsh (first language) – 2015/16	Difference in percentage
17.3% (229 pupils)	14.1% (176 pupils)	3.2% (53 pupils)

Whilst this appears to show that a large number of pupils do not continue to be assessed in Welsh (first language), it must be noted that Welsh-medium pupils from the Ystradgynlais area, and increasingly pupils from the Sennybridge area, transfer out of county to access Welsh-medium secondary provision at Ysgol Gyfun Ystalyfera. In 2012/13, there were 34 year 6 pupils at Ysgol Gymraeg Dyffryn y Glowyr, in the Ystradgynlais area. 30 of these pupils transferred to Welsh-medium secondary provision out-of-county, however these pupils are not reflected in the figures above.

Effective transfer and linguistic continuity

i) Number and percentage of pupils attending non-maintained Welsh-medium settings and funded non-maintained Welsh-medium settings who transfer to Welsh-medium schools/streams

The following table provides data received from Mudiad Meithrin on the number and percentage of children attending Cylchoedd Meithrin in Powys that transferred to a Welsh-medium school or stream.

Cylch Meithrin	Number of pupils that transferred to a Welsh-medium school or stream from September 2015 to July 2016	% that transferred to a Welsh-medium school or stream
Arch yr Enfys (Rhayader)	8	50%
Brecon	13	100%
Carno	10	90.91%
Dyffryn Banw	4	100%
Glantwymyn	10	100%
Llanbrynmair	9	100%
Llandrindod	13	76.47%
Llanfair Caereinion	11	64.71%
Llanfyllin	8	88.89%
Llanrhaeadr-ym-Mochnant	1	25%
Llansilin	1	100%
Machynlleth	44	64.71%
Newtown (Red)	0	0%
Newtown (Yellow)	21	87.50%
Penybontfawr	9	100%
Pontrobert	4	80%
Sennybridge	11	40.74%
Welshpool	12	80%

- ii) **Number and percentage of pupils studying through the medium of Welsh at the end of the Foundation Phase who continue to access Welsh-medium provision in Key Stage 2**

	Total number of year 2 pupils in Welsh-medium education (PLASC January 2016)	Total number of year 3 pupils in Welsh-medium education (Sept. 2016)	% of pupils continuing in Welsh-medium education at the school
Ardwyn Nursery and Infants School / Ysgol Maesydre	10	10	100%
Builth Wells CP School	14	14	100%
Llanfair Caereinion CP School	11	11	100%
Llanfyllin CP School	9	9	100%
Llanrhaeadr-ym-Mochnant CP School	9	9	100%
Ysgol Bro Hyddgen	24	23	96%
Rhayader C in W School	7	7	100%
Sennybridge CP School	6	5	83%
Ysgol Carno	6	6	100%
Ysgol Dafydd Llwyd	27	27	100%
Ysgol Dolafon	2	1	50%
Ysgol Dyffryn Banw	4	4	100%
Ysgol Dyffryn Trannon	16	16	100%
Ysgol Glantwymyn	12	12	100%
Ysgol Gymraeg Dyffryn y Glowyr	30	33	110%
Ysgol Llanbrynmair	7	7	100%
Ysgol Llanerfyl	4	4	100%
Ysgol Pennant	5	6	120%
Ysgol Pontrobert	3	3	100%
Ysgol Rhiw Bechan	11	11	100%
Ysgol Trefonnen	9	8	89%
Ysgol y Bannau	16	15	94%
Powys Total	242	241	99.5%

iii) Number and percentage of pupils in Welsh-medium schools/streams transferring to Welsh-medium secondary schools/streams at the end of Key Stage 2

	Total number of year 6 pupils in Welsh-medium education (PLASC January 2016)	Total number of pupils transferring to Welsh-medium secondary schools/streams (Sept. 2016)	% of pupils transferring to Welsh-medium schools/streams
Ardwyn Nursery and Infants School / Ysgol Maesydre	3	0	0%
Builth Wells CP School	20	17	85%
Llanfair Caereinion CP School	12	12	100%
Llanfyllin CP School	5	4	80%
Llanrhaeadr-ym-Mochnant CP School	5	5	100%
Ysgol Bro Hyddgen	19	18	95%
Rhayader C in W School	6	6	100%
Sennybridge CP School	6	4	67%
Ysgol Carno	4	2	50%
Ysgol Dafydd Llwyd	23	23	100%
Ysgol Dolafon	0	N/A	N/A
Ysgol Dyffryn Banw	8	5	63%
Ysgol Dyffryn Trannon	8	7	88%
Ysgol Glantwymyn	7	5	71%
Ysgol Gymraeg Dyffryn y Glowyr	33	23	70%
Ysgol Llanbryn-mair	8	6	75%
Ysgol Llanerfyl	8	6	75%
Ysgol Pennant	10	9	90%
Ysgol Pontrobert	8	8	100%
Ysgol Rhiw Bechan	3	2	66%
Ysgol Trefonnen	12	2	17%
Ysgol y Bannau	20	13	65%
Powys Total	228	177	78%

iv) **Number and percentage of pupils studying through the medium of Welsh in Key Stage 3 who continue to study through the medium of Welsh in Key Stage 4**

	Total number of year 9 pupils in Welsh-medium/ bilingual education (Welsh-medium returns 2015-16)	Total number of year 10 pupils in Welsh-medium/ bilingual education (Information provided by schools, November 2016)	% of pupils continuing in Welsh-medium/ bilingual education
Brecon High School	4	3	75%
Builth Wells High School	31	30	97%
Caereinion High School	50	49	98%
Llanfyllin High School	22	21	95%
Llanidloes High School	16	15	94%
Ysgol Bro Hyddgen	36	43	119%

Outcome 3 More learners aged 14-16 studying for qualifications through the medium of Welsh

Outcome 4 More learners aged 16-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning

Increasing the percentage of learners aged 14 -16 studying for qualifications through the medium of Welsh

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 5 or more <u>further</u> Level 1 or Level 2 qualifications through the medium of Welsh	51.85%	52%	52.5%	53%	53.5%

% of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 2 or more <u>further</u> Level 1 or Level 2 qualifications through the medium of Welsh	85.19%	85.5%	86%	86.5%	87%
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The authority does not expect to see a significant increase in the percentage of year 11 pupils studying for qualifications through the medium of Welsh during the lifetime of this WESP.

Increasing the percentage of learners aged 16-19 who study subjects through the medium of Welsh in schools

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners aged 16-19 who study 2 or more subjects through the medium of Welsh	1.76% (22 pupils)	1.8%	1.9%	2.0%	2.1%
% of learners aged 16-19 who study 2 or more subjects through the medium of Welsh or bilingually	2.16% (27 pupils)	2.2%	2.3%	2.4%	2.5%

The authority does not expect to see a significant increase in the percentage of learners aged 16-19 studying subjects through the medium of Welsh or bilingually during the lifetime of this WESP.

Outcome 5 More learners with higher skills in Welsh

5.1 Improving provision and standards in Welsh First Language

	Current Position 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners at the end of the Foundation Phase who reach at least Foundation Phase Outcome 5 in Language, Literacy and communication skills	93.8%	94%	94.2%	94.6%	94.8%
% of learners at the end of Key Stage 2 who reach at least Level 4 in teacher assessment in Welsh	95.6%	96.5%	96.7%	96.8%	97%
% of learners at the end of Key Stage 3 who reach at least Level 5 in teacher assessment in Welsh	94.3%	94.5%	95%	95.5%	96%
% of learners at the end of Key Stage 4 who achieve grades A* - C in GCSE Welsh first language	65.2%	77%	77%	77%	77%

5.2 Improving provision and standards in Welsh Second Language

	Current Position 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners at the end of Key Stage 2 who reach at least Level 4 in the teacher assessment of Welsh Second Language	81.8%	82%	82.5%	83%	83.5%
% of learners at the end of Key Stage 3 who reach at least Level 5 in the teacher assessment of Welsh Second Language	86.6%	87%	87.3%	87.6%	88%
% of learners at the end of Key Stage 4 who achieve grades A* - C in GCSE Welsh Second Language Full Course	71.7%	75%	75%	75%	75%
% of learners at the end of Key Stage 4 who achieve grades A* - C in GCSE Welsh Second Language Short Course	58.1%	N/A	N/A	N/A	N/A

More learners with higher-level Welsh language skills

Number of GCSE Welsh First Language Entries in 2014	Number of A Level Welsh First Language Entries in 2016
150	15

Number of GCSE Welsh Second Language Entries in 2014	Number of A Level Welsh Second Language Entries in 2016
Full Course – 575 Short Course – 518	19

Outcome 6 Welsh-medium provision for learners Additional Learning Needs

No data required

Outcome 7 Workforce planning and Continuous Professional Development

No data required

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MINUTES OF A MEETING OF THE JOINT CHAIRS AND VICE-CHAIRS STEERING GROUP HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON TUESDAY, 10 OCTOBER 2017

PRESENT: County Councillor Mr J Brautigam (Chair)
County Councillors G I S Williams and E Durrant

Officers: Ian Budd (Director of Education), Paul Griffiths (Strategic Director - Place), Jeremy Patterson (Chief Executive), Liz Patterson (Scrutiny Officer), Clive Pinney (Solicitor to the Council) and Wyn Richards (Scrutiny Manager and Head of Democratic Services)

1. APOLOGIES

Members: County Councillors David Jones, John Morris, Pete Roberts

Officers: Louise Barry (Interim Chief Social Worker Officer/ Operations Director Social Care), Peter Jones (Professional Lead - Corporate Insight), David Powell (Strategic Director – Resources), Lisa Richards (Scrutiny Officer), Carol Shillabeer (Interim Strategic Director – People), Emma Palmer (Strategic Business Manager to the Chief Executive).

2. DRAFT NOTES - FOR CONSIDERATION

Documents Considered:

- Draft Notes – 19 September, 2017.

Issues Discussed:

- The Steering Group noted the updated position regarding attendance at the Commissioning and Procurement Board which was due for consideration at the meeting in December and the attendance by the WAO at a future meeting to discuss their review findings which would now be replaced by a seminar for all Members.

Outcomes:

- **Noted.**

3. WORK PROGRAMME

Documents Considered:

- Cabinet Work Programme
- Scrutiny Work Programme

Issues Discussed:

- Additional items requested to be considered for scrutiny:
 - Libraries Standards
 - Copy to be sent to the Chair of Scrutiny Committee B with any issues being reported to the Steering Group, otherwise the matter not to be scrutinised.
 - Highways Fleet Purchases – hiring of rubbish lorries – request from Cllr Gwilym Williams.
 - Initially Strategic Director – Place to provide information to Cllr Williams regarding the purchase and hiring of vehicles.

- Redesign of Youth Services – request from Stuart Mackintosh, Head of Leisure and Recreation.
 - Include on Scrutiny Work Programme in place of WESP – Leisure Scrutiny Working Group.
- National Procurement Service – fleet management service – purchase of spare parts for vehicles – request by Cllr Emily Durrant.
 - Portfolio Holder has asked for a review of the delivery and management of fleet services. The procurement of spare parts are undertaken under a national framework agreement. The Commissioning and Procurement Board has discussed how the Council commissions to ensure the maximum benefit for Powys whilst acting within legal guidelines.
 - It was suggested that the Commissioning and Procurement Team discuss the processes for procurement with Scrutiny Committee A, and then the Committee could consider which issues might require further review. This is not a high priority item and was to be included when time was available.
- Absenteeism / Sickness Rates – request by Chair.
 - It was reported that for the HTR Service the cost of absenteeism was £800K per annum.
 - It was suggested that the Audit Committee should consider this – report from HR as to what is the position and how it is being addressed. It was further suggested that the Chair and Vice-Chair of the Employment Committee be invited to attend the Audit Committee when discussing this item.
- Review of schools funding formula – Cabinet Work Programme item.
 - This needs to be considered with the scrutiny work on the financial viability of schools. There are minor changes this year and next on the funding formula. A more comprehensive review will be undertaken in 2018. Director to confirm likely date.
- WESP – Cabinet Work Programme item.
 - WG had requested a few changes to the draft plan for submission by November - mostly to amend targets – Remove from Scrutiny Work Programme. Director of Education to provide briefing to Members of the Education Working Group instead of scrutiny review.
- Workshops – Cabinet Work Programme item.
 - It was suggested that this could be considered by the Steering Group when the action plan for the Vision 2025 was being scrutinised in November.
- Flood Risk Management Plan – Scrutiny Work Programme item. Remove from Scrutiny Work Programme.
- Social Services budgets and savings – Scrutiny Work Programme item.
 - Chair of Steering Group to raise with the FSP.
- Home to School Transport Policy – Scrutiny Work Programme item - new date to be set in the new year for consideration by Cabinet.

- HTR Commissioning – Scrutiny Work Programme item – Remove and replace with HTR Transformation once approved by Cabinet and following discussion between Scrutiny Manager and Strategic Director – Place.
- Cabinet – add column to Work Programme to include scrutiny dates.

Outcomes:

Action	Completion Date	Action By
Strategic Director – Place to provide information to Cllr Williams regarding the purchase and hiring of vehicles		PG
HTR Commissioning – remove from Scrutiny Work Programme and replace with HTR Transformation once agreed by Cabinet.		WR / LR / PG
WESP – Remove from Scrutiny Work Programme		WR
WESP – briefing for Members of Education Scrutiny Group		LP
Redesign of Youth Services – include on Scrutiny Work Programme.		WR
Schools Funding Formula – move date for scrutiny to 2018. Director to confirm likely date.		LP / IB
Workshops – to be considered as part of the scrutiny of the Vision 2025 at the November meeting of the Steering Group.		All Members of the Steering Group
Absenteeism – report from HR to be considered by the Audit Committee (with Chair and Vice-Chair of employment Committee invited to attend)		LR
Commissioning and Procurement Team to discuss with Scrutiny Committee A the processes for procurement. (Low priority item to be considered when time available)		LR
Libraries Standards – document to be sent to Chair of Scrutiny Committee A for consideration, but not formally scrutinised.		LP
Flood Risk Management Plan – remove from Scrutiny Work Programme.		LR
Social Services Budgets and		JB

Savings – Chair to raise with FSP		
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4.	DISCUSSION WITH THE CHIEF EXECUTIVE, STRATEGIC DIRECTORS REGARDING POTENTIAL SCRUTINY ITEMS
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Documents Considered:

- None.

Issues Discussed:

- The Chief Executive advised that there would be a briefing for all Members on Monday 16th October relating to children’s services and the recent CSSIW review. The CSSIW review report would be issued on Tuesday 17th October, 2017.
- The Children’s Services Improvement Board had met and Cllr Pete Roberts had attended as the scrutiny observer. There was an important role for scrutiny in receiving updates from the Improvement Board. The draft improvement plan had to be completed and submitted to the Inspectorate within 20 days of 17th October.
- There needed to be strong scrutiny of the draft improvement plan. In addition scrutiny needed to be more analytical of the draft ACRF Report.
- There will be additional costs to the Council to implement additional short term support. Long term there would be a need to look at the commissioning of Children / Social Care / Education and Health. Early Intervention and Commissioning process also needed to change. However initially safeguarding and performance management needed improvement. Other authorities had changed their commissioning processes which not only led to safer services but also efficiencies. The financial plans for the improvement support had been agreed with the Strategic Director – Resources.
- The scrutiny meeting to review the draft improvement plan was in the process of being arranged. Meetings for November and December to review specific items from the draft improvement plan were already in place.
- HTR Commissioning – the WAO were pleased with the scrutiny of the commissioning process to date. The Cabinet is proposing to move to a modified in-house model. The HTR Transformation Board had agreed the principle subject to Cabinet approval. The Scrutiny Manager would need to liaise with the Strategic Director – Place regarding the scrutiny of the revised project once approved by Cabinet.
- Schools – The revised School Transformation and Organisation policy will need to be scrutinised. The emphasis now is on collaborative arrangements, joint management etc prior to school closures being considered. It is anticipated the policy will be available by Christmas 2017. It will then require a 3 to 5 year plan to implement this. The scrutiny of the revised policy was already included in the Forward Work Programme.

Outcomes:

Action	Completion Date	Action By
Scrutiny Manager and Strategic Director – Place to discuss future scrutiny of HTR Transformation once approved		WR / PG

by Cabinet		
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5. PUBLIC SERVICE BOARD

5.1. Arrangements for the Scrutiny of the Public Service Board (PSB) in Powys

Documents Considered:

- Draft Document – Arrangements for the Scrutiny of the PSB in Powys.

Issues Discussed:

- There would need to be a report to Council to approve the representatives from the Council on the PSB Scrutiny Committee.
- It was recommended that the Powys representatives should be 1 representative from Scrutiny Committee A and 1 from Scrutiny Committee B.

Outcomes:

Action	Completion Date	Action By
Recommended to the County Council that the Powys representatives on the PSB Scrutiny Committee should be 1 representative from Scrutiny Committee A and 1 from Scrutiny Committee B.		WR / CP

6. MID WALES JOINT COMMITTEE FOR HEALTH AND CARE

Documents Considered:

- None

Issues Discussed:

- Request to vary the attendance at meetings of the Joint Committee to the local County Council representative only where meetings were held in that county.
- The Steering Group considered that as previously it had been agreed that there was little value in the Council attending these meetings it was suggested that Powys Councillors wishing to monitor these meetings should watch the webcast only rather than attend the meetings.

Outcomes:

Action	Completion Date	Action By
That Powys Councillors wishing to monitor the Joint Committee should watch webcasts of the meetings only rather than attend the meetings.		LP

7. DATES OF FUTURE MEETINGS - FOR INFORMATION
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7.1. Joint Chairs and Vice-Chairs Steering Group

- 7 November 2017
- 5 December 2017
- 9 January 2018
- 20 February 2018
- 10 April 2018
- 5 June 2018
- 17 July 2018
- 11 September 2018
- 9 October 2018
- 13 November 2018
- 11 December 2018

7.2. Public Service Board

- 26 October 2017
- 21 December 2017
- 18 January 2018
- 8 February 2018
- 22 March 2018
- 26 April 2018
- 28 July 2018
- 13 September 2018
- 29 November 2018

7.3. Strategic Overview Board

- 12 December 2017
- 20 March 2018
- 19 June 2018
- 4 September 2018
- 4 December 2018

7.4. Commissioning and Procurement Board

- 21 November 2017
- 30 January 2018
- 13 March 2018
- 22 May 2018
- 10 July 2018
- 18 September 2018
- 6 November 2018

8. GLOSSARY OF TERMS

ACRF	Annual Council Reporting Framework (Report of the Director of Social Services)	CSSIW	Care and Social Services Inspectorate Wales
FSP	Finance Scrutiny Panel	HTR	Highways, Transport and Recycling Service
PSB	Public Service Board	WAO	Wales Audit Office
WESP	Welsh in Education	WG	Welsh Government

	Strategic Plan		
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County Councillor Mr J Brautigam (Chair)

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MINUTES OF A MEETING OF THE JOINT CHAIRS AND VICE-CHAIRS STEERING GROUP HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON TUESDAY, 7 NOVEMBER 2017

PRESENT: Mr J Brautigam (Chair)

County Councillors D R Jones, P Roberts, G I S Williams and E Durrant

Officers: Liz Patterson (Scrutiny Officer), Clive Pinney (Solicitor to the Council), David Powell (Acting Chief Executive), Lisa Richards (Scrutiny Officer), Wyn Richards (Scrutiny Manager and Head of Democratic Services), Mark Evans (Acting Strategic Director - Resources) and Dawn Richards (Capital and Financial Planning Accountant)

1. APOLOGIES

Members: County Councillor John Morris

Officers: Jeremy Patterson (Chief Executive), Peter Jones (Professional Lead – Corporate Insight)

2. DRAFT NOTES - FOR CONSIDERATION

Documents Considered:

- Draft Notes – 10th October, 2017

Issues Discussed:

- None

Outcomes:

- **Noted.**

3. WORK PROGRAMME

Documents Considered:

- Response to County Councillor Gwilym Williams from Paul Griffiths, Strategic Director – Place regarding the purchase and hiring of vehicles.
- Cabinet Work Programme.
- Scrutiny Work Programme.

Issues Discussed:

- Implementation of the Change in the Age of Admission to Schools.
 - Members expressed concern that this was supposed to be a delivering a saving but in some areas it was costing more e.g. Golwg-y-Cwm, Ystradgynlais a new mobile classroom was to be installed for Year 6 whilst the pre-school pupils were moved into a classroom in the school. It was suggested that if the age of admission had been raised then there should have been a classroom free at the school rather than purchase a mobile at a cost of £80k.
 - Review of Change in Age of Admission to be added to the Scrutiny Work Programme as a low priority (Committee B).
- CSSIW Review of Children's Services.
 - Joint Chairs were briefed on the current position including the Improvement Board and WLGA Advisers. The Scrutiny Manager

advised that an initial meeting of the Children's Services Working Group had met to consider the action plan in response to the review. However a further more detailed version of the plan had been produced which would be considered at the November meeting together with a suite of performance indicators.

- The priority was to target those actions which should have been completed and those to be completed by the end of December.
- It was also suggested that Working Group meetings could vary from monitoring the implementation plan to focussing on individual themes / workstreams.
- Adults Services – an Improvement Conference is likely to be held before Christmas with an inspection by CSSIW early in the New Year. The Council will then be required to prepare an action plan. There will need to be an assessment of where scrutiny fits into the process as well, and it was suggested that scrutiny could undertake some work in advance of the final report from CSSIW whilst noting this would need existing priorities to be reassessed.
- As an initial step it was suggested that looking at data issues would be a good place to start, and it was agreed to add this to the work programme on 20 December 2017.
- Purchase and hiring of vehicles.
 - It was suggested that if this was to be reviewed it should be to consider fleet replacement generally rather than just look at vehicles for the Highways Service. Agreed to add this to the work programme as a low priority – January / February 2018.
- Cabinet Work Programme.
 - Concern was expressed that there were few items included in the Cabinet Work Programme for January 2018. It was agreed that a letter be sent to the Leader and Cabinet about the need to ensure that the Work Programme was more fully populated.
 - The Scrutiny Manager advised that he was attending Directorate Management Team Meetings with the aim of improving the detail in the Cabinet Work Programme as well as identifying those Cabinet items which should also be the subject of scrutiny.
 - Office Accommodation – North Powys (Cabinet January 2018) – add to Scrutiny Work Programme for 14 December 2017.
 - WHQS – it was noted that this was being deferred in the Cabinet Work programme to December 2018 and the scrutiny review date would need to be revised.
 - Absenteeism – the Acting Strategic Director Resources indicated that the figures that were considered by the Employment Committee needed to be checked. Then he intended to work with the Chair of the Employment Committee to seek to reduce the levels of absenteeism. It was requested that absenteeism figures for individual services should be available for scrutiny working groups to consider when they were reviewing services.
 - Rights of Way Improvement Plan – this has been delayed from December 2017 to late February / March 2018. Suggested date for scrutiny 1 March 2018
 - Integration Options Appraisal – this would now be a general approach to integration. However the Acting Chief Executive could advise on the position following a meeting later in the week. In the

interim it was suggested that a provisional scrutiny date of 30.11.17 be included in the scrutiny work programme.

- Revised Care Fee Setting Arrangement – move scrutiny review date forward to 23.11.17
- Scrutiny Work Programme
 - Add detail of workstreams for Children’s Services and the Joint Children / Adults Services Working Group to the work programme.

Outcomes:

Action	Action By / Date
Review of Change in Age of Admission to be added to the Scrutiny Work Programme as a low priority (Committee B)	WR 5.12.17
Adult Social Care Group to consider data issues in relation to the CSSIW review of Adult Services (20/12/17).	LR
Review of fleet replacement – add to work programme as a low priority – January / February 2018.	WR / LR
Letter be sent to the Leader and Cabinet about the need to ensure that the Work Programme was more fully populated	WR
Office Accommodation – North Powys – add to Work Programme for scrutiny in December 2017	WR / LR
Revise scrutiny review date for WHQS Completion to November 2018.	WR /LR
Rights of Way Improvement Plan – revised scrutiny date 1.3.18	WR / LR
Integration Options Appraisal – provisional scrutiny date 30.11.17	WR / LR
Revised Care Fee Setting Arrangement – move scrutiny review date forward to 23.11.17	LR
Add detail of workstreams for Children’s Services and the Joint Children / Adults Services Working Group to the work programme	LP 5.12.17
When Scrutiny Programme was revised circulate a copy to Strategic Directors, Heads of Service and Portfolio Holders.	WR

4.	DISCUSSION WITH THE CHIEF EXECUTIVE, STRATEGIC DIRECTORS REGARDING POTENTIAL SCRUTINY ITEMS
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Documents Considered:

- None

Issues Discussed:

- None

Outcomes:

- Deferred to next meeting.

5.	CAPITAL PROGRAMME
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Documents Considered:

- Capital Strategy
- Capital Programme Update for September 2017

Issues Discussed:

- The capital strategy covers any asset which will last over a year e.g. buildings, equipment, vehicles. The Council receives a capital grant of about £7m for some projects. The capital strategy will need to be updated to reflect the Cabinet's new vision.
- The group asked whether the Cabinet had taken the decision not to sell the county farms, which was confirmed. It was also asked whether the Cabinet would be revisiting this decision as it was suggested that the current decision did not fit in with the budget recovery plan and the ability for the Council to receive a capital receipt. It was noted that there was a hold on revisiting this decision at present subject to a full scale review.
- Some of the capital receipts had been earmarked for Education projects.
- With regard to the governance of the capital programme it was suggested that an area for scrutiny could be the monitoring of progress on projects.
- Project evaluation – this was about to be undertaken for the Gwernyfed Area Schools which were ahead of target and within budget.
- Project Boards – the new project boards have a senior officer as the project sponsor. The issue is around the sponsor driving the project and having the right stakeholders as part of the project at the outset.
- Grant funding to the Council is in addition to the funding received from Welsh Government. The Council is now looking at the improved planning of projects to take account of issues such as delays in planning permission.
- If the programme was working well then scrutiny would not need to get involved. Where things go wrong then perhaps scrutiny could look at issues by exception. It was suggested that projects such as the "Invest to Save" project could be one where the group could scrutinise. The Capital Accountant was asked to provide information on the "Invest to Save" project.
- It was suggested that the Audit Committee should receive a copy of the Capital Report to Cabinet on a regular basis to monitor the position.
- Key Performance measures should be made available to Members as a starting point.

Outcomes:

Action	Action By / Date
That scrutiny undertake the monitoring of the progress of capital projects i.e. by exception.	WR / DR
That the group review the "Invest to Save" projects"	WR / DR
That the Audit Committee receive copies of the Capital programme report to Cabinet to monitor progress.	WR / LR

6.	DRAFT WELL BEING PLAN
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Documents Considered:

- Draft Well-Being Plan

Issues Discussed:

- It was suggested that the item be deferred to the next meeting. The consultation process for the Draft Plan was about to commence and it was suggested that the Joint Chairs' comments could be included as part of that process. In addition, the Joint Chairs could consider the consultation responses in February, 2018 when the consultation process had been completed.

Outcomes:

Action	Action By / Date
Defer consideration of Draft Plan to next meeting in December	WR 5.12.17
That the plan be reconsidered at the February 2018 meeting once the consultation process had been completed.	WR 5.12.17

7. PUBLIC SERVICE BOARD

8. DRAFT NOTES OF PREVIOUS MEETING(S)
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Documents Considered:

- Draft Notes – 21 September, 2017
- Draft Notes – 26 October 2017

Issues Discussed:

- Children's Services Review – No comments had been received from the police or other agencies at the PSB regarding Children's Services. Also no comment from the Regional Partnership Board. The group questioned the value of these groups.
- It was suggested that there had been insufficient challenge of Children's Services and it was noted that the place to raise issues was in the various scrutiny working groups.
- With regard to the issue of governance of the PSB, comments on its governance could be fed back to the PSB from the PSB Scrutiny Committee. There was concern that agencies had not used the PSB as a forum to raise concerns.
- The group suggested that the Chair send a letter to the Leader as Chair of the PSB asking that if the Police and Health Service were so concerned about Children's Services why these concerns were not raised at the PSB prior to the CSSIW report. The letter should be circulated to the Steering Group for comments prior to submission.

Outcomes:

Action	Action By / Date
Draft letter to leader to be circulated to Group for comments	WR / JB
Letter from the Chair to the Leader about the lack of comments made by agencies at the PSB regarding Children's Services.	WR / JB

9. DATES OF FUTURE MEETINGS - FOR INFORMATION

10. JOINT CHAIRS AND VICE-CHAIRS STEERING GROUP

- 5 December 2017
- 9 January 2018
- 20 February 2018
- 10 April 2018
- 5 June 2018
- 17 July 2018
- 11 September 2018
- 9 October 2018
- 13 November 2018
- 11 December 2018

11. PUBLIC SERVICE BOARD

- 21 December 2017
- 18 January 2018
- 8 February 2018
- 22 March 2018
- 26 April 2018
- 28 July 2018
- 13 September 2018
- 29 November 2018

12. STRATEGIC OVERVIEW BOARD

- 12 December 2017
- 20 March 2018
- 19 June 2018
- 4 September 2018
- 4 December 2018

Members commented that the Acting Chief Executive had indicated that meetings of the Strategic Overview Board would be held bi-monthly rather than quarterly.

Outcomes:

Action	Action By / Date
Scrutiny Manager to check on frequency of meetings with the Acting Chief Executive	WR

13. COMMISSIONING AND PROCUREMENT BOARD

- 17th July, 2015
- 18th September, 2015
- 20th November, 2015

The attendance of scrutiny chairs at meetings of the Commissioning and Procurement Board as observers was due to be considered at its next meeting.

Outcomes:

Action	Action By / Date
Scrutiny Manager to check that the item was included on the agenda for the next meeting	WR

Mr J Brautigam (Chair)

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Scrutiny Committee B

13th December 2017

Schools Policy

Purpose of Report: Briefing

On the 7th November 2017, the Council's Cabinet approved the commencement of consultation on a new draft policy. Consultation on the Policy will run from the 21st November 2017 until the 30th January 2018.

This is an opportunity for scrutiny members to consider the draft policy and ask questions of the Director of Education and Portfolio Holder for Schools. Scrutiny observations on the Schools Policy will be prepared and provided to Cabinet/Management Team and Cabinet. The Lead Member for Education Scrutiny will have an opportunity to speak at Cabinet on this matter.

Report contact: Liz Patterson, Legal, Scrutiny and Democratic Services

Contact details: 01597 826980, elizabeth.patterson@powys.gov.uk

Sources/background papers:

- [Cabinet paper 7th November 2017](#)
- [Draft Schools Policy](#)
- [Integrated Impact Assessment](#)

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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE
7th November 2017

REPORT AUTHOR: County Councillor Myfanwy Alexander
Portfolio Holder for Education and Welsh Language

SUBJECT: Plans for Powys Schools Policy (draft) – Vision 2025

REPORT FOR: Decision

1. Summary

1.1 The purpose of this report is to seek approval to undertake consultation on a new policy for the development and organisation of schools in Powys. The new policy, if approved, will replace the current Schools Organisation Policy 2015, and will become effective from 1st April 2018.

The following appendices are attached:

- Appendix 1: Plans for Powys Schools Policy (draft) – Vision 2025
- Appendix 2: Integrated Impact Assessment

2. Proposal

2.1 The main aims of the Learning Service are to ensure that children and young people of Powys are supported to be:

- safe, healthy, confident and resilient;
- ambitious, capable learners, ready to learn throughout their lives;
- enterprising, creative contributors, ready to play a full part in life and work;
- ethical and informed citizens ready to lead fulfilling lives as valued members of society.

2.2 It is within this context that the new 'Plans for Powys Schools Policy (draft) – Vision 2025' sets out the authority's policy for the future development and organisation of schools. It will apply to all schools within the authority. If approved, it will subject to a twelve week consultation period, with the intention that it will become effective from 1st April 2018.

2.3 The new policy will replace the current Schools Organisation Policy 2015.

3. Options Considered / Available

n/a

4. Preferred Choice and Reasons

4.1 It is necessary to introduce a new policy in order that the authority reflects the proposed changes to the Welsh Government's Schools Organisation Code 2013. The Welsh Government recently consulted upon revisions to the Code which includes proposals to strengthen the presumption against closure of rural schools. It includes a more rigorous consultation process and a requirement that all alternative options must be considered in detail prior to any school closure proposals being put forward. It is expected that a revised Code will be introduced over the next few months.

4.2 The new 'Plans for Powys Schools Policy – Vision 2025' is aligned with the revised Code and includes a framework which enables schools to strengthen school-to-school collaboration and to establish new models of governance, in order to achieve improved outcomes and opportunities for pupils, families whilst also generating potential efficiencies.

4.3 A consultation period of twelve weeks will start in late November 2017. A report will then be brought back to Cabinet in the spring of 2018, with an implementation date for the new policy of 1st April 2018.

5. Impact Assessment

5.1 Is an impact assessment required? Yes

5.2 If yes is it attached? Yes

6. Corporate Improvement Plan

6.1 Every local authority has a statutory obligation to manage and plan school places. The Policy relates to the Vision 2025 Corporate Improvement Plan's priority for Learning and Skills, which states that pupils in Powys should have access to education provision that is equitable and access to high quality teaching and learning environments.

7. Local Member(s)

7.1 All local members are affected.

8. Other Front Line Services

Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

In order to implement school organisational changes, it is necessary to seek support from a number of services, including schools service, HR, finance, legal, governor support, property, ict and communications. Dependent on the nature of the change proposed, it may be necessary to seek additional support within these service areas from time to time – a resource plan has been developed.

9. Communications

Have Communications seen a copy of this report? Yes

Communications comment: The report is of public interest and requires news release and use of appropriate social media to publicise the decision.

10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)

10.1 Legal: The recommendations can be supported from a legal point of view

10.2 Finance – The Schools Finance Manager notes the contents of the report. Any proposals generated will have to be considered within the current funding envelope of the Schools Service.

10.3 Corporate Property (if appropriate)

10.4 HR (if appropriate)

10.5 ICT (if appropriate)

11. Scrutiny

Has this report been scrutinised? No

12. Statutory Officers

The Head of Financial Services (Acting Section 151 Officer) notes the comments from Finance.

The Solicitor to the Council (Monitoring Officer) has commented as follows: “I note the legal comment and have nothing to add to the report save to remind Members that they must read the Integrated Impact assessment in Appendix 2”

13. Members’ Interests

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

Recommendation:	Reason for Recommendation:
To approve the Plans for Powys Schools Policy – Vision 2025 for consultation	To receive the views of stakeholders on the proposed policy.

Relevant Policy (ies):	Welsh in Education Strategic Plan & 21 st C Schools Programme Band B		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	All members
----------------------------------	--------------------

Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	1 April 2014

Contact Officer:	Sarah Astley
Tel:	
Email:	sarah.astley@powys.gov.uk

Background Papers used to prepare Report:

CABINET REPORT TEMPLATE VERSION 5



Plans for Powys Schools

Vision 2025

Draft for consultation

November 2017

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1. Introduction	
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4. How we will achieve this	
5. Key Considerations	
6. The Schools Transformation Work Programme	

APPENDIX A Glossary

Contact Details

- **Schools Transformation Team, County Hall, Llandrindod Wells, Powys, LD1 5LG**
- **Telephone number: 01597 826365**
- **Email: Schools.Modernisation@powys.gov.uk**

1. INTRODUCTION
(Foreword to be inserted)

2. THE VISION FOR SCHOOLS IN POWYS

The Council's Cabinet has recently launched its 'Vision 2025', which sets out its priorities for the coming years. 'Learning and Skills' is one of the priorities outlined within this vision, and the Cabinet's vision is as follows:

'Learning and Skills

We will strengthen learning and skills

- *School leavers have the right qualifications to progress*
- *Access to education provision and good career advice is equitable*
- *Working in partnership with schools, colleges, universities and businesses will improve career opportunities*
- *High quality teaching and learning environments embrace new technology for the population*
- *Pupils have access to remote/alternative learning opportunities*
- *Early years provision is helping families to return to meaningful employment'*

Vision 2025 also includes a commitment to engagement with residents and communities, and a commitment to 'Change how we work', which includes a commitment to promote strong partnership working.

3. OUR AIMS

The main educational aims of the Council are to ensure that the children and young people of Powys are supported to be:

- safe, healthy, confident and resilient;
- ambitious, capable learners, ready to learn throughout their lives;
- enterprising, creative contributors, ready to play a full part in life and work;
- ethical and informed citizens ready to lead fulfilling lives as valued members of society.

In order to support the achievement of these aims, the Council aspires to have an educational infrastructure that meets the following aims:

- Provides all learners with the opportunity to achieve high standards of achievement and attainment
- Has high quality, resilient leadership and management
- Has high quality learning environments
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to run more efficiently
- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity

4. HOW WE WILL ACHIEVE THIS

Powys is a large, sparsely populated county. However, there are significant differences across Powys, from larger market towns to very small villages, and from areas which are traditionally Welsh speaking to areas where very little Welsh is spoken. Powys' diversity is reflected in the school provision available across the county – there are significant variations in terms of school size, as well as differences in terms of language medium and denominational status.

Most Powys schools operate as stand-alone primary or secondary schools, however many of these schools are involved in informal collaborative arrangements with one or more other schools. Separate infant and junior schools continue to operate in two towns, and one school operates as an all-through school, providing education for pupils from 5 – 18 years of age. In addition, some secondary schools operate over more than one site, and there is one formal federation of three schools.

The authority has been proactive in initiating a move towards alternative models of delivering education. Many of these new models have resulted in numerous benefits for the schools involved, and have ensured the continued provision of education in rural areas.

In order to move towards a more efficient educational infrastructure, whilst also retaining the provision of education in rural areas, the authority's School Organisation Programme will move forward in partnership with schools and the communities they serve, with a greater focus on alternative models of delivering education, such as collaboration models, federation, multi-site schools and all-through schools. Any changes will be taken forward in discussion with the school communities affected, in order to achieve the best solution for each area, with governing bodies engaging with their communities in order to plan sustainable schools provision for the future.

Our guiding principles for developing the schools infrastructure until 2025 are as follows:

- More secondary schools to become 'all-through schools', or part of multi-sited arrangements
- More small primary schools to be part of formal collaborations / federations / amalgamations
- Remove infant / junior split by creating 'all-through' primary schools
- Strong, innovative 'Locality Management' models established
- New Welsh-medium provision established / an increased number of Welsh-medium places, in order to create demand
- All special schools to be in condition A/B buildings
- A resilient and attractive model for post-16 education

5. KEY CONSIDERATIONS

The following are some of the key considerations which will be taken into account by the Council when determining its work programme:

5.1 School size

There is significant variation in school size across Powys, in both the primary and secondary sectors. The Council acknowledges that in a rural county as diverse as Powys there is no one size fits all approach to school size and school organisation, and that different solutions will be appropriate in different parts of Powys, to meet local needs.

The authority acknowledges the important contribution small, rural schools make to the viability of rural communities. Whilst the authority is committed to safeguarding the provision of education in rural communities, it must be noted that there are particular challenges facing small, rural schools. These include:

- Difficulties with the recruitment and retention of staff, including headteachers
- Concerns about the workload of headteachers
- Challenges associated with teaching mixed age classes
- Restricted size of peer groups, which result in reduced challenge for pupils and reduced opportunities for social interaction
- Challenges with offering a wide range of subject choices for pupils in the secondary sector, particularly in Key Stage 4 and post-16.

Many of these challenges can be mitigated through greater collaboration with other schools, which can result in benefits to pupils, staff, governors and other members of the school community.

The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils.¹ The authority will work in partnership with schools that meet this definition to identify opportunities for collaboration with other schools, with the aim of ensuring that all 'small schools' are involved in some form of collaboration / federation / amalgamation with one or more other schools by the year 2025.

5.2 Leadership

The authority aspires to ensure effective, distributed and resilient leadership in all Powys schools, and to ensure that organisational structures enable school leaders to focus on effective leadership of the school and school improvement.

¹ Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

In many Powys schools, shared headteacher arrangements have been introduced in order to address difficulties with recruiting headteachers and other issues. Whilst these shared headteacher arrangements can bring many benefits for the school involved, the current informal arrangements which are often put in place do not always provide certainty and resilience for the schools.

In discussion with the school communities involved, the authority will move to formalise these type of arrangements, either through collaboration, federation or amalgamation, in order to provide greater certainty to the schools involved and to provide improved resilience in terms of their leadership.

In addition, when headteacher vacancies arise, the authority will enter into discussion with the school's governing body, to identify whether there are any possible shared leadership options which could be explored.

Alongside the need to formalise current leadership arrangements, the authority recognises the need to develop our own future school leaders, to ensure high quality leadership for our schools in the future.

5.3 Learning environment

Powys County Council aims to provide learning environments that meet the aspirations of the Welsh Government's 21st Century Schools programme.

Major capital investment in school buildings in Powys will continue to be taken forward through the Welsh Government's 21st Century Schools programme, and the authority's programme for Band B will focus on buildings identified to be in the poorest condition.

Alongside this, capital funding through our major repairs programme will be focussed on where the need is greatest, as identified through the Schools Service's Asset Management Plan.

5.4 The Welsh language

In July 2017, the Welsh Government launched Cymraeg 2050², an ambitious new Welsh language strategy which sets out the vision to reach one million Welsh speakers by 2050. This strategy acknowledges the role of education in the achievement of this aim, and also states that *'Welsh-medium immersion education is our principal method for ensuring that children can develop their Welsh language skills, and for creating new speakers.'*

² <http://gov.wales/topics/welshlanguage/welsh-language-strategy-and-policies/cymraeg-2050-welsh-language-strategy/lang=en>

Powys County Council acknowledges the key role that Welsh-medium education will play in achieving the Welsh Government's aim to increase the number of Welsh speakers, and will prioritise the implementation of its Welsh in Education Strategic Plan in order to contribute towards this aim.

5.5 Financial resources

Powys County Council, like many other local authorities, is currently facing significant financial pressure, which is unlikely to improve in the coming years. This pressure is affecting all Council services, including schools.

In order to continue to provide high quality services in this challenging financial climate, the authority needs to work towards a schools infrastructure which operates more efficiently, whilst also retaining access to provision in rural communities. To realise this, the authority will facilitate greater collaboration between schools, to include joint planning work, and will support schools to move towards shared staffing arrangements. These initiatives will enable schools to operate more efficiently, in order to maximise use of their budgets.

5.6 Geographical factors

Powys is the most sparsely populated county in England and Wales, and there is considerable travelling distance between some communities. The county's rural nature will be a key consideration in any school organisation developments. The Council's expectation is that every child will be able to access high quality education within a reasonable distance of their home, and within the guidelines provided in the Council's Home to School Transport Policy.

The Council acknowledges the importance of rural schools in rural communities, and the contribution they make to the long-term sustainability of the local community, and will prioritise the retention of educational provision in rural communities.

5.7 The Community

The Council's expectation is for the county's schools to become focal points within their communities. Many Powys schools are already used extensively by their community, and have strong links with the communities in which they are located. The Council aspires to maximise this, in order to further develop the role of all schools in their community.

Where possible, the Council will work to ensure the co-location of Council services and other services on school sites, in particular as part of new build projects.

5.8 Post-16 provision

The post-16 sector in Powys is currently facing significant challenges, and increased competition from out-of-county providers. The authority is committed to providing the best possible opportunities to our post-16 learners, and will work in partnership with schools, NPTC Group of Colleges and other organisations to provide a curriculum that meets the needs of learners, and the needs of the local and national economy.

5.9 Inclusion/additional learning needs

It is particularly important that vulnerable children and young people have access to appropriate education as close to their home community as is practicable. This means that we need a range of high quality provision in-school, in outside-school support and in specialist school provision to support a range of needs. This may involve developing renewed practice and provision with present school based units, pupil referral unit service and specialist schools within the County over forthcoming years.

6. THE SCHOOLS TRANSFORMATION WORK PROGRAMME

The Council will take a flexible approach to school reorganisation, working in partnership with school communities to determine the best solution for each area, therefore avoiding a 'one size fits all' approach.

The Council would welcome approaches from governing bodies wishing to pursue any partnership / collaborative arrangements with other schools.

6.1 Agreeing the Work Programme

The Schools Service's Management Team, in conjunction with the Portfolio Holder for Education, will develop an annual work programme based on factors including, but not limited to the following:

- Schools which meet the Welsh Government's definition of a 'small school' (i.e. less than 91 pupils)
- Priorities outlined in other policies / plans e.g. Welsh in Education Strategic Plan
- Opportunities to establish all-through provision (to replace separate infant / junior provision or separate primary / secondary provision)
- Headteacher vacancies
- Requests from individual governing bodies

Following agreement of the work programme, officers from the Schools Transformation will initiate discussions with the school communities affected, in order to identify the best solution for each area, with governing bodies engaging with their communities in order to plan sustainable schools provision for the future.

6.2 Statutory Processes

Should a solution be identified which requires organisational changes to one or more of the schools involved, e.g. establishing a federation of schools or amalgamating schools, the authority will need to follow the statutory procedures as outlined in The Federation of Maintained Schools (Wales) Regulations or the School Organisation Code. Cabinet approval would be required at appropriate stages.

6.3 Governance

The Learning and Skills Programme Board will monitor progress and will report annually as part of the new governance arrangements within Powys County Council.

APPENDIX A GLOSSARY

All-through school

All-through schools are those that combine primary and secondary education in one establishment. Some are located on separate sites, whilst others are located on one site. Powys currently has one all-through school, Ysgol Bro Hyddgen in Machynlleth, which was established in 2014 following the amalgamation of Machynlleth Primary School and Ysgol Bro Ddyfi. All-through schools are growing in popularity across Wales, in both rural and urban areas.

To establish an all-through school, the authority would need to follow the formal process as outlined in the School Organisation Code.

Amalgamation

An amalgamation would see two or more schools merging and becoming one school, operating on their current sites, under one headteacher and governing body.

In order to amalgamate schools, the authority would need to follow the formal process as outlined in the School Organisation Code.

Collaboration

Bringing schools together under collaboration arrangements can make better use of resources, pool expertise, and allow schools to explore ways of doing things more effectively and efficiently. All schools are encouraged to collaborate with a range of other schools and there is no formal agreement required for this kind of collaboration. However, there are regulations in place to establish more formal partnerships between schools: 'The Collaboration Between Maintained Schools (Wales) Regulations 2008.'

Federation

The terms 'federation' describes a formal and legal agreement by which the schools involved work together in formal partnership under a single governing body. Schools in a federation remain separate; they retain their names and their individual identity. They are individually inspected by Estyn, and individual data is collected by the Local Authority and the Welsh Government.

In rural communities, federation is seen as an opportunity to strengthen the sustainability of schools, and to ensure that schools are retained in their local communities. Federation also enables smaller groups of pupils and

staff to network and share good practice, ideas and resources.

A proposal to establish a federation can either be taken forward by the local authority or by the governing bodies of the schools involved in the federation. There is a defined process which needs to be followed in order to establish a federation. This process is outlined in the Welsh Government Circular 011/2014, 'Federation process of maintained schools in Wales: Guidance for governing bodies and local authorities', which was issued in May 2014.

Multi-sited school A school that operates across more than one campus e.g Newtown High School, which includes a second campus in Presteigne

Rural School The Welsh Government has recently consulted on revisions to its School Organisation Code which includes designation of some schools as rural primary schools for the purposes of the presumption against closure of rural schools.

A proposed list comprising "village in the sparsest context" and "other sparsest context" of the National Statistics Urban-Rural Classification identified 191 schools (out of 1275 primary schools in Wales). The final list of schools was attached to the consultation paper.

This consultation document suggests that this is the minimum number of schools which should be designated as rural for the purpose of the presumption against closure of rural schools. The final methodology and list will be in the revised Statutory Code.

School Organisation Code The School Organisation Code is made under Sections 38 and 39 of the School Standards and Organisation (Wales) Act 2013. It imposes requirements on relevant bodies and includes statutory guidance which they must take account of when making proposals for the reorganisation of schools.

Small School In the Education (Small Schools) (Wales) Order 2014, the Welsh Government defines a 'Small School' as a school that contains fewer than 91 registered pupils.³

Welsh in Education Strategic Plan All authorities are required to prepare a plan outlining how they will develop Welsh-medium education, with the aim of increasing the number of pupils educated through the medium of Welsh.

³ Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



This **Impact Assessment (IA)** toolkit, incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

Please read the accompanying guidance before completing the form.

Draft versions of the assessment should be watermarked as "Draft" and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.

Service Area	Schools Service	Head of Service	Gareth Jones	Strategic Director	Ian Budd	Portfolio Holder	Cllr Myfanwy Alexander
Proposal	New Policy – Plans for Powys Schools						
Outline Summary / Description of Proposal							
A new policy for the development and organisation of schools in Powys has been produced, which will replace the Schools Organisation Policy 2015. It is anticipated that consultation on the policy will take place between November 2017 and January 2018, and a consultation report and post-consultation version of the policy will be considered by Cabinet in March 2018, with the policy becoming effective from the 1 st April 2018.							

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1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£N/A	£N/A	£N/A	£N/A	£N/A	£N/A

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation will take place between November 2017 and January 2018.	No

3. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	24/10/17

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

N/A

Service Area informed: _____ **Contact Officer liaised with:** _____

Mitigation

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How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, and will make a positive contribution to the economy of rural areas and the retention of employment opportunities in these areas.	Good		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which will have a positive impact on the health and well-being of pupils living in rural areas.	Good		Choose an item.
Learning and skills We will strengthen learning and skills	The policy sets out the Cabinet's vision to strengthen learning and skills, and sets out the council's aspiration to have an educational infrastructure which will enable the achievement of the Cabinet's vision.	Very Good	N/A	Choose an item.

Cyngor Sir Powys County Council
Impact Assessment (IA)

The integrated approach to support effective decision making



Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Residents and Communities We will support our residents and communities	The policy includes a greater commitment to developing the role of schools in their communities, as well as a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities.	Good	N/A	Choose an item.

Source of Outline Evidence to support judgements

N/A

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The policy aims to use educational resources efficiently, and includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which would limit the requirement for additional home to school travel for pupils. This would have less of an impact on the environment.</p> <p>The main aims are to ensure that children and young people of Powys are supported to be:</p> <ul style="list-style-type: none"> - safe, healthy, confident and resilient; - ambitious, capable learners, ready to learn throughout their lives; - enterprising, creative contributors, ready to play a full part in life and work; - ethical and informed citizens ready to lead fulfilling lives as valued members of society. 	<p>Good</p>		<p>Choose an item.</p>
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which would limit the requirement for additional home to school travel for pupils.</p>	<p>Good</p>		<p>Choose an item.</p>

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Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



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<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>The policy includes a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities, which would have a positive impact on the health and well-being of pupils living in rural areas.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The policy includes a greater commitment to developing the role of schools in their communities, as well as a greater commitment to pursuing alternative models of delivering education, which would see the retention of provision in rural communities. The alternative models to be pursued would see improved links between schools, which would also strengthen links between communities.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>The policy includes a greater focus on engagement with communities in order to encourage stakeholder engagement and collaboration to determine the best solution for each individual area.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</p>	<p>The policy includes an aim to 'increase demand for Welsh-medium provision and provide access to provision which will enable pupils to become confident Welsh speakers'</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Opportunities to promote the Welsh language</p>	<p>The policy includes an aim to 'increase demand for Welsh-medium provision and provide access to provision which will enable pupils to become confident Welsh speakers'</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Welsh Language impact on staff</p>	<p>The policy includes an aim to 'increase demand for Welsh-medium provision and provide access to provision which will enable pupils to become confident Welsh speakers'</p>	<p>Good</p>		<p>Choose an item.</p>

Cyngor Sir Powys County Council

Impact Assessment (IA)

The integrated approach to support effective decision making



<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.	Choose an item.
A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).			
<i>Age</i>	The policy will affect all school aged pupils in Powys (4-18), which will include pupils belonging to a number of protected characteristic groups, however the policy's aim is to improve the provision available for all Powys pupils, including pupils belonging to protected characteristic groups.	Good	Choose an item.
<i>Disability</i>		Good	Choose an item.
<i>Gender reassignment</i>		Good	Choose an item.
<i>Marriage or civil partnership</i>		Good	Choose an item.
<i>Race</i>		Good	Choose an item.
<i>Religion or belief</i>		Good	Choose an item.
<i>Sex</i>		Good	Choose an item.
<i>Sexual Orientation</i>		Good	Choose an item.
<i>Pregnancy and Maternity</i>		Good	Choose an item.

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Source of Outline Evidence to support judgements

N/A

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	The policy is intended to develop a network of schools that will meet current and longer term requirements within our communities.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	Collaboration is the cornerstone of the new approach to transforming the learning network.	Very Good		Choose an item.
Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.	There is a strong emphasis on early engagement with school communities to find solutions that are acceptable whilst also meeting strategic aims.	Very Good		Choose an item.
Prevention: Understanding the root causes of issues to prevent them from occurring.	The policy will focus on gaining a strong understanding of the issues, not only from data, but also from school communities themselves, in order to find solutions.	Good		Choose an item.
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	An integrated approach will be required with other public bodies to understand the optimum solutions for our school communities.	Good		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	The policy sets out the Cabinet's vision to strengthen learning and skills, and sets out the council's aspiration to have an educational infrastructure which will enable the achievement of the Cabinet's vision.	Good		Choose an item.

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Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	N/A	Choose an item.		Choose an item.
Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	One of the main aims is to ensure that children and young people of Powys are supported to be: - safe, healthy, confident and resilient;	Good		Choose an item.
Impact on Powys County Council Workforce	Any potential change to the organisation of schools may have an impact on the workforce within those schools. There may also be an additional resources required within local authority department, for example HR, if any change is required to the organisation of schools as a result of this proposal.	Neutral		Choose an item.
Source of Outline Evidence to support judgements				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Medium	Medium	Medium
Mitigation		

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9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Potential for decisions to be legally challenged	Medium	Ensure all statutory processes are fully compliant with legislation and protocols.	Low
Reliance on a partnership approach to school reorganisation may mean that benefits take longer to be achieved – may have an impact on school leadership, standards and budgets.	Medium	Ensure that any review processes are carried out in an efficient manner, reducing the overall amount of time needed.	Low
	Choose an item.		Choose an item.
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			Low

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Consultation	To be completed by End of January 2017	Policy and feedback to be considered by Cabinet	Policy to be approved for implementation and Work Programme agreed
Policy implemented	1 April 2017		
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	07 November 2017
Council decision required	No	Date required	

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Business Case for additional resources has been submitted to Corporate Mgt Team												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The new Plans for Powys Schools Policy – Vision 2025 has a positive impact on the areas of assessment.	

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13. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

Tbc following consultation period

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Work Programme will be monitored by the Learning and Skills Programme Board, and the Schools Transformation Operational Project Board.

Please state when this Impact Assessment will be reviewed.

On an annual basis.

15. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley		
Head of Service:	Gareth Jones		
Strategic Director:	Ian Budd		
Portfolio Holder:	Cllr Myfanwy Alexander		

16. Governance

Decision to be made by	Date required
Cabinet	07 November 2017

FORM ENDS

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