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**Gwasanaeth Democraidd**  
**Democratic Service**  
Swyddfa'r Cyngor  
CAERNARFON  
Gwynedd  
LL55 1SH

Cyfarfod / Meeting

**PWYLLGOR CRAFFU GWASANAETHAU**  
**SERVICES SCRUTINY COMMITTEE**

Dyddiad ac Amser / Date and Time

**10.00 a.m. DYDD IAU, 10 EBRILL 2014**

**10.00 a.m. THURSDAY, 10 APRIL 2014**

Lleoliad / Location

**SIAMBR HYWEL DDA**

**SWYDDFEYDD Y CYNGOR**

**CAERNARFON**

Pwynt Cyswllt / Contact Point

**GLYNDA O'BRIEN**

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Dosbarthwyd: 02.04.14

**PWYLLGOR CRAFFU GWASANAETHAU  
SERVICES SCRUTINY COMMITTEE**

**AELODAETH / MEMBERSHIP (18)**

**Plaid Cymru (9)**

Y Cynghorwyr / Councillors

Huw Edwards	Alan Jones Evans
Chris Hughes	Elin W. Jones
Linda Ann Wyn Jones	Liz Saville Roberts
Dyfrig Siencyn	Ann Williams
Hefin Williams	

**Annibynnol / Independent (4)**

Y Cynghorwyr / Councillors

Eryl Jones-Williams	Beth Lawton
Dewi Owen	Eirwyn Williams

**Llais Gwynedd (4)**

Alwyn Gruffydd	Llywarch Bowen Jones
Peter Read	Dilwyn Lloyd

**Llafur / Labour (1)**

Y Cynghorydd / Councillor Sion Wyn Jones

**Aelodau Ex-officio / Ex-officio Members**

Cadeirydd ac Is-Gadeirydd y Cyngor / Chairman and Vice-Chairman of the Council – Y Cynghorwyr / Councillors Huw Edwards a / and Dewi Owen

**AELODAU CYFETHLEDIG / CO-OPTED MEMBERS:**

Hefo pleidlais ar faterion addysg yn unig /  
With a vote on education matters only

Y Parchedig / Reverend Robert Townsend  
Yr Eglwys yng Nghymru / The Church in Wales

Mrs Rita Price  
Yr Eglwys Gatholig / The Catholic Church

Mr Dylan Davies  
Cynrychiolydd Rhieni Llywodraethwyr Meirionnydd /  
Representative for Meirionnydd Parent Governors

(Disgwyl am enwebiad / Awaiting Nomination)  
Cynrychiolydd Rhieni Llywodraethwyr Arfon /  
Representative for Arfon Parent Governors

Ms Rhian Roberts  
Cynrychiolydd Rhieni Llywodraethwyr Dwyfor /  
Representative for Dwyfor Parent Governors

**Please note that the times noted below are estimates only**

## **A G E N D A**

**1. APOLOGIES**

To receive apologies for absence.

**2. DECLARATION OF PERSONAL INTEREST**

To receive any declaration of personal interest.

**3. URGENT BUSINESS**

To note any items that are a matter of urgency in the view of the Chairman for consideration.

**4. MINUTES**

The Chairman shall propose that the minutes of the meeting of this Committee held on the 13 February 2014, be signed as a true copy.

(Copy enclosed – white paper)

**5. EDUCATION AUTHORITY'S ANNUAL REPORT ON 2012/13 SCHOOL PERFORMANCE**

***Cabinet Member: Cllr. Sian Gwenllian***

10.00 am –  
11.00 am

To consider a report by the Education Cabinet Member on the above.

(Copy enclosed – white paper)

**6. UP-DATE ON THE “MORE THAN JUST WORDS” STRATEGIC FRAMEWORK**

***Cabinet Member: Cllr. R H Wyn Williams***

11.00 am –  
11.45 am

To consider a report by the Care Cabinet Member on the above.

(Copy enclosed – pink paper)

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Following the meeting a session will be held with the Care Cabinet Member and the Corporate Director to discuss the initial vision for the future of Residential Services.

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## SERVICES SCRUTINY COMMITTEE

### 13.02.14

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**Present:** Councillor Dyfrig Siencyn – Chairman

Councillors: Huw Edwards, Elin Walker Jones, Linda Ann Wyn Jones, Eryl Jones-Williams, Liz Saville Roberts, Ann Williams, Eirwyn Williams and Hefin Williams.

**Others invited:** Cllr R H Wyn Williams (Care Cabinet Member)

**Also in attendance:** Morwena Edwards (Corporate Director), Aled Evans (Senior Officer Performance and Change), Meilys Smith (Senior Business Manager), Glenda Lloyd Evans (Service Manager), David Oliver (Autism Key Worker), Olwen Ellis-Jones (Service Manager, Learning Disabilities and Mental Health), Iona Griffith (Service Manager), Sioned Thomas (Strategic Care and Health Manager), Arwel Ellis Jones (Senior Manager Corporate Commission Service) and Glynda O'Brien (Members and Scrutiny Support Officer).

**Apologies:** Councillors Llywarch Bowen Jones, Beth Lawton, Dilwyn Lloyd, and Peter Read, Mrs Rita Price (Catholic Church), Dylan Davies (Meirionnydd Parent Governors Representative), Mrs Rhian Roberts (Dwyfor Parent Governors Representative) and Siôn Amlyn (Teaching Unions Representative).

#### 1. DECLARATION OF PERSONAL INTEREST

The following members declared a personal interest for the reasons noted:

- (i) Councillor Linda Ann Wyn Jones for Item 9 – Autism, as she was Director of Cwmni Seren who offered day care to autistic individuals and she withdrew from the Chamber during the discussion on this item.
- (iii) Councillor Eryl Jones-Williams, pertaining to care issues, as his wife received care and he withdrew from the Chamber when matters regarding care payments were discussed.

#### 2. MINUTES

The Chairman signed the minutes of the previous meeting of this committee held on 28 November 2013 as a true record, subject to adding the name of Councillor Alwyn Gruffydd to the list of apologies of those absent from the meeting.

### 3. **CONTRACTS WITH THIRD SECTOR ORGANISATIONS**

The report of the Cabinet Member - Care was submitted outlining recent concerns regarding contracts with third sector organisations in the care field.

(a) It was noted that the Chief Executive and the Corporate Director (AME) had met the Chief Officer of Mantell Gwynedd to discuss the situation and new steps were now in place to move on to work together effectively. In response to a query from a member, it was noted that information was received on the situation through the Liaison Group that meets quarterly, with the Corporate Director attending as a point of contact and she promised that she would do her best to keep communication open between the Council and third sector organisations.

(b) Disappointment was expressed that no representative from the third sector had received an invitation to attend the Committee meeting to effectively scrutinise and know why the relationship between the Council and the organisations had deteriorated.

(c) In response, it was suggested that the matter should be discussed further at a preparatory meeting to see what steps are being taken to improve the relationship with the sector. Following this, they could if they so wished invite a representative from the third sector to attend the Scrutiny Committee to report on experiences regarding the relationship and collaboration with the Council.

**Resolved: (a) To accept and note the contents of the report.**

**(b) Request that the Corporate Director (AME) reports to a preparatory meeting of the Services Scrutiny Committee addressing the information highlighted in (c) above.**

### 4. **ANNUAL REVIEW AND EVALUATION OF GWYNEDD COUNCIL'S PERFORMANCE 2012/13 – CARE AND SOCIAL SERVICES INSPECTORATE FOR WALES (CSSIW)**

The report of the Cabinet Member – Care was submitted outlining the responses of Social Services to the CSSIW inspection on those areas which require improvement in the future.

The Cabinet Member – Care gave the background and purpose of the review and drew attention to the possible risks, the Council's response to the review, together with the Service's vision for the future.

Members were given an opportunity to scrutinise the report and they highlighted the following points:

(a) Concern regarding the proposed partnership between the Council and Betsi Cadwaladr University Health Board and decisions that meant that individuals from Meirionnydd were offered residential care in homes outside the County in Llangefni, Llangollen and Denbigh, far away from their families.

(b) In response to the concern that beds for respite care were full, the Corporate Director explained that currently applications for respite care would have to be refused unless it was an emergency. A specific Respite Unit was opened on a pilot basis in the hope that specialist respite care could be centralised and received in one home. It would be necessary to respond to this matter next year in order to enable the system to be more responsive and flexible.

(c) In response to a query regarding the performance of the Service it was reported:

- (i) that both commissioning schemes for older persons with learning disabilities were now dated and that discussions were on-going with the Betsi Cadwaladr University Health Board for a joint commission in accordance with the requirements of the Social Services Bill. The Senior Business Manager was confident that there were plans in place and through the relationship with the Health Board it was necessary to ensure resources and implement them.
- (iii) In terms of general performance, a great deal of work had been undertaken and percentages that were extremely low last year had now improved and attention was drawn to the specific steps within the action plan.
- (iii) There was a tendency for Gwynedd Council to spend more per head on services for people over 65 years old and they tended to refer older people to residential and nursing homes in comparison with other authorities. It was found that a greater range of services and ways of supporting people in their communities were required before they are referred to Social Services.

(ch) It was stated that Gwynedd attracted a great deal of incomers to retire and especially to coastal villages and consequently they were likely to be an additional cost for the authority to support them.

In response, the Corporate Director confirmed that expenditure within the Service was higher on the coast and evidence indicated following recent research that there had been an increase in the older population in south Meirionnydd and Abersoch and it was anticipated that there would be more demand for services for older people in Meirionnydd.

The Cabinet Member added that in the Abersoch area when the health of the older population deteriorated there was a tendency for them to sell their property and move back to live nearer to their families. He further noted that the Council was looking at the demography of the older population.

(d) The Corporate Director reported that many of the issues raised by the Inspectorate existed because Gwynedd was a traditional County and to satisfy requirements in the field of adult care it was necessary through the transformation system to ensure service choices to people and discuss how this would be undertaken with the third sector. They should respond to the challenge as a whole Council in order to identify the gaps through a spatial discussion with communities of their needs and what would work best and was acceptable to them.

(dd) In response to a query regarding direct payments, the Senior Business Manager noted that a Task Group had been established to review the system on the implementation of the payments to include statutory guidance, policies and internal structures. It was suggested that it would be beneficial to invite a local member to serve on the Task Group as well as organising a training session for Members on the direct payments system.

**Resolved: (a) To accept and note the contents of the report.**

**(b) To request that the Corporate Director:**



- **Submits a progress report to this Scrutiny Committee on the transformation plan in the adults field following discussion with the communities of Gwynedd about their requirements.**
- **Organise a training session for Members on the direct payments system.**

## **5. ROLE OF THE STATUTORY DIRECTOR OF SOCIAL SERVICES**

The Chief Executive was welcomed to the meeting to respond to a concern highlighted at the preparatory meeting of this Scrutiny Committee that the arrangements linked to the statutory role of the Corporate Director addresses the requirements of the Care and Social Services Inspectorate Wales (CSSIW) and that the statutory role is implemented as a result of the structural changes that have occurred recently by splitting the Adults Service and the Children's Service.

The Chief Executive noted that one of the report's main recommendations was that the level of statutory functions should be promoted to Director level. In terms of undertaking the role, he noted further that re-structuring was on-going with appointments made recently to the post of Head of Children's Service and he had resolved to second an officer to the post of Head of Adult Services.

Members were given an opportunity to express their views and the following concerns were highlighted:

- (a) That the CSSIW report referred to the lack of experience of the postholder and the statutory role and arrangements for training of the appointed officer were questioned.
- (b) The way that decisions had been made regarding the changes in light of the importance of democratic accountability to the Council.

In response to the above concerns, the Chief Executive noted:-

- Following the appointment a development and mentoring package was agreed upon for the statutory Corporate Director with support, together with attendance of seminars, courses as a method of continual training. In terms of experience for the post, advice had been received from highly regarded national experts who were unanimous that it was not necessary for Directors / Heads to have qualified to lead in the field and that transformation skills to manage change were more important bearing in mind that all Service employees had skills and expertise at an appropriate level. One of the experts noted that over 40% of Heads in adult services had not qualified and that authorities were looking for individuals who were specifically experts in leading change.
- That possibly 23% of savings had to be found in Social Services, namely £14.3m, and therefore it was quite evident that the Corporate Director and the Heads had to have management of change skills in order that the change was swifter than in the past.
- In terms of restructuring Children and Adult Services, it was explained that the Cabinet was responsible for the decision to split these services, in accordance with the Chief Executive's recommendation, who was responsible for advising on suitable structures for the Council. By splitting the services it was anticipated that the outcomes for children could be improved and preventative work could be interweaved with caring for children which meant more effective collaboration.
- In the context of appointing a Head of Adult Services, the post had been advertised, however, they had not managed to appoint. Consequently, the Chief

Executive's recommendation in accordance with his authority, to the Council Leader, relevant Cabinet Members and the Chair of the Appointment Committee for Chief Officers was to implement a secondment to ensure that an experienced officer was in post.

- That Adult Services in authorities in England had managed to make 20% savings and had to survive this very quickly. It was trusted that they could learn from the best practices to avoid the least damage to services.
- That the details of the new structure for April would be circulated to Members.

**Resolved: To accept, note and thank the Chief Executive for the report.**

## 6. DEMENTIA CARE

A report was submitted by the Cabinet Member - Care outlining the provision within the County in response to dementia needs.

The Cabinet Member- Care gave the background and noted that the forecast was that there would be an increase in the number of the population with some form of dementia in the future and he shared the concerns regarding the lack of dementia care, specifically in the Meirionnydd area, and the importance of collaboration with the Health Board.

Members were given an opportunity to scrutinise the report and they highlighted the following points:

(a) Why cannot the day care provision at Plas Hedd, Arfon be extended?

In response, it was explained that it was proposed to conduct a review of the whole service in Arfon and if it was resolved to extend the service, it would be necessary to find joint funding with the Health Board.

(b) Concern that if the Day Centre at Blaenau Ffestiniog that cares for individuals with dementia problems was to close as a result of the Health Board opening a one day service at Blaenau Ffestiniog Hospital. It was further noted that individuals from Meirionnydd were referred to out of county locations with their families having to travel many miles to visit them.

In response, the Service Manager explained that she would look into this information, however, the figure changed daily. This week no one was waiting for residential care or specialist residential care across Gwynedd but several individuals in hospitals were awaiting locations in nursing homes. It was further noted that some homes were full, however, residential bed provision was available but they were not the first choice of individuals.

It was recognised that unfortunately persons who have specialist respite were referred to locations such as Llangefnï and Colwyn Bay. It was confirmed that the service jointly with the Health Board was considering how to get respite for the residents of Gwynedd by joint commissioning a bed at the Pines in Cricieth.

(c) That the adult population was four times greater than the child population and the Council had a responsibility as a corporate parent for children and should there not also be a statutory responsibility for adults.

(ch) Considering the Betsi Cadwaladr University Health Board's budget, that they could in conjunction with the Council build a purposeful provision in south Gwynedd to satisfy needs and save money.

(d) That there were empty wards at Ysbyty Alltwen and consequently a valuable resource was standing empty and not being used.

(dd) That this matter was a priority despite the financial challenges facing the Council considering that the forecast was that there would be an increase in patients with a lack of provision for them, and there were no plans in the pipeline for implementation to respond to this problem. It was further noted that older persons trusted the Council's services compared to private services.

(e) Reference was made to a scheme implemented in Finland where purpose built housing for residential care was offered within villages.

In response to the above comments, the Senior Business Manager referred to the strategic review conducted 3/4 years ago when it was noted that there was a lack of beds for individuals with dementia more specifically in Meirionnydd. Stemming from this external companies were invited to express an interest, but unfortunately no interest was shown. It was necessary to look at what the Council could do to manage the situation and was a matter of looking commercially at how to manage and develop a market and discuss with the Economy and Regeneration Department on how to support companies that may offer the provision to the County. Other options would be collaboration with the Health Board giving consideration on how to turn the Council's assets to be adapted to a nursing home, however, it was stressed that a great deal of homes were unsuitable with small rooms on sites that could not be extended and this meant a huge capital cost to adapt them to the required standard. It was further noted that the discussion had to be corporate.

**Resolved: To accept and note the contents of the report together with the above observations.**

## 7. AUTISM

A presentation was given by Mr David Oliver, Autism Key Worker, on autism. With a written copy and a power point presentation an overview was given of the history and definition of the autistic spectrum condition together with the criteria for Asperger's. The following were listed as a way of recognising the condition:

1. Social interaction
2. Communication
3. Imagination

together with secondary features that included difficulties with motor coordination (dyspraxia), repetitive activities, restricted to rules, specialist skills and interests, social isolation and matters that disturb a person's mood and sensory sensitivity.

In addition, a leaflet was presented giving examples of the objective, to prove the benefit of the post of Autism Developmental Worker for Gwynedd and Anglesey namely:

- Working jointly with the ASD Support Group/Asperger's Gwynedd and Anglesey
- Create opportunities for individuals with autism spectrum disorder to experience volunteering with local agencies
- Organise and support individuals to attend Further Education courses
- Joint working with the Mental Health Service

- Refer and support individuals to attend specific projects
- Attend BCUHB Adult Psychology meetings to review cases

A report was submitted by the Cabinet Member – Care outlining the support available to users together with information regarding the Planning and Stakeholders Group.

Members were given an opportunity to ask questions and the following points were highlighted:

(a) In response to a query regarding identifying the condition and how intense was monitoring during the early years, it was noted that the number of referrals had increased and the condition was identified by health visitors, GPs, nursery leaders and teachers, in children up to 9 years old. From 9 years old upwards it was CAMHS (Child and Adolescent Mental Health Services) who assess in Gwynedd.

(b) It was asked what was the provision in south Gwynedd? In response, it was noted that the number of referrals from south Gwynedd and Dwyfor had increased recently and through discussion the main priority would be to establish an Adults Group in south Gwynedd jointly with the Mental Health Services from Ysbyty Alltwen. Currently, it was noted that Day Services and the support services were available in south Gwynedd and one to one support was offered to take part in socialising/leisure. It was added that in terms of the waiting list to see clinical psychologists, it was ensured that the Council would not be criticised as this was the responsibility of the Board.

(c) That the role of the Gwynedd and Anglesey ASD Developmental Officer was quite unique and the service offered was valuable. The existence of the post was dependent on a grant from the Welsh Government.

(ch) Concern was expressed that there were gaps in the residential provision for young adults and work opportunities. Concern was noted that families moved from the County as young adults could not get services within the County.

In response, the Senior Business Manager acknowledged that the plan had not got to grips with autism and it would be necessary to assess the requirements of the condition with mental health and learning disabilities and build this into the assessments and make very difficult decisions of where to commission and how to release resources, try to get the third sector to offer services in order that it was possible to spilt them up fairer. An assurance was given that they would work closely with Service Managers and the relevant Teams to consider the way forward in detail. A report would be presented again with practical plans for the future.

(dd) Concern was expressed regarding the operation of the joint ASD Stakeholders and Planning Group for Gwynedd and Anglesey and specifically the workload of the Group Chair to be able to cope with the work, as well as how the grant of £80,000 from Welsh Government was allocated for plans across Gwynedd and Anglesey.

In response, the Chair noted that it would not be possible for this Scrutiny Committee to influence the operation of the above Group and this was the responsibility of the Group members. The Strategic Care and Health Manager added that in national terms the Government would look again at the action plan and during the consultation period there would be an opportunity for Councils and Health Boards to assist by giving the Group a better direction in the future.

(e) The service should be for the whole of Gwynedd and the provision should be ensured in the users' choice of language.

**Resolved: (a) To accept, note and thank the officer for the presentation and report.**

**(b) To request that the Corporate Director gives due attention to adopting the post of Gwynedd and Anglesey ASD Developmental Worker.**

## **8. STATEMENT OF INTENT – PROVIDING INTEGRATED HEALTH AND SOCIAL CARE**

A report was presented by the Cabinet Member – Care on the new framework by the Welsh Government to provide integrated health and social care.

The Corporate Director stressed the need for much better collaboration than in the past and the vision was to discuss and have joint governance at regional level (north Wales). It was noted that the County Forum had been established with the Cabinet Member – Care, the Corporate Director and the Day Care Champion serving on it and was part of the Social Services Bill. The importance of reporting on the progress of the County Forum to the Services Scrutiny Committee was further noted.

Members were given an opportunity to scrutinise the report and they highlighted the following observations:

- Importance of taking into consideration local needs such as the Welsh Language and transport
- That there was a tendency for Government models to be based on the areas of south Wales.

**Resolved: To accept and note the contents of the report.**

## **9. SCRUTINY INVESTIGATION – WELSH LANGUAGE EDUCATION**

A draft brief was submitted by the Senior Manager Corporate Commission Service following agreement and discussion at this Scrutiny Committee's preparatory meeting to investigate Welsh Language Education in order to assess:

- How the Authority's Language Policy is being implemented at grassroots in individual schools.
- The extent to which that provision assists in promoting the social use of Welsh by children and young people.

As a number of Members were absent as a result of damage in their wards due to the stormy weather, it was suggested that terms of reference be established and approved in the first meeting of the Investigation. It was agreed to circulate all Scrutiny Committee Members to find out if they were interested in serving on the Investigation.

**Resolved: (a) To ask the Members' Support and Scrutiny Officer to circulate all the members of the Scrutiny Committee to seek who would be interested in serving as part of the Investigation.**

**If more nominations were received than required, the Chair and Vice-chair of the Services Scrutiny Committee would select the final Membership.**

**(c) Discuss and adopt the terms of reference at the first meeting of the Scrutiny Investigation - Welsh Language Education.**

The meeting commenced at 10.00 am and concluded at 1.50 pm.

**CHAIRMAN**

<b>TITLE OF COMMITTEE</b>	<b>Services Scrutiny Committee</b>
<b>DATE OF MEETING</b>	<b>10 April 2014</b>
<b>TITLE OF ITEM</b>	<b>Annual Report by the Education Service on the Authority's schools performance for 2012/2013</b>
<b>CABINET MEMBER</b>	<b>Councillor Siân Gwenllian</b>
<b>AUTHOR</b>	<b>Dewi R Jones, Head of Education</b>

## Presentation

### 1. Introduction

The principal purpose of the report is to present information so as to enable you as members of the Services Scrutiny Committee to scrutinize end of key stage results of the school year 2012/2013. Within this context, it must be borne in mind that Estyn Framework for reviewing LEA's places an expectation on us, as part of the self-evaluation process, to be able to answer the kind of questions that are listed below:

- How does the LEA perform against the benchmarks set by the Welsh Government for KS3 and KS4?
- How does the LEA's performance compare with the remaining LEA's in Wales?
- Is the performance in the core subjects similar?
- At what key stage do schools perform best? In what aspects is there room for improvement?
- Are there schools who appear to be under-performing?
- What information do we obtain from the recent categorization arrangements?

I hope that the report will assist you in your conclusion on the pupils' performance quality and that you can familiarize yourselves with one of our main developments within our Work Programme.

### 2. Observations on performance

Table 1 indicates the % of statutory school age pupils who are entitled to receive free school meals in Gwynedd over the last five years in comparison with Wales and individual authorities.

**Table 1: % pupils of statutory school age entitled to free school meals [FSM]**

	2009	2010	2011	2012	2013
<b>Gwynedd</b>	12.6%	13.2%	14.2%	13.7%	13.7%
<b>Wales</b>	17.8%	18.9%	19.7%	19.3%	19.5%
<b>Position (<i>I=lowest</i>)*</b>	5	5	5	5	5

This position denotes Gwynedd's placement in comparison with Wales LEA's, with the lowest position denoting the lowest percentage of 5-15 year old pupils receiving FSM. The table suggests, if it is accepted that right to free school

meals is an appropriate indicator of deprivation, that Gwynedd's performance should be amongst the five highest of Wales LEA's i.e. equal or above the free school meals position.

### 3. The Foundation Phase and Key Stage 2

Table 2 indicates the percentage of pupils who achieved the Foundation Phase Indicator (FPI)\* in 2012 and 2013 and the Core Subjects Indicator (CSI) for the previous years, as well as the percentage of pupils who have achieved the CSI at the end of Key

Stage 2 (KS2)\*\* over the same period. The position of Gwynedd's performance in comparison with the remaining Wales LEA's is also shown

**Table 2: % of pupils achieving the Foundation Phase Indicator (FPI) in 2012 and the Core Subjects Indicator (CSI) for the previous years**

	KS1			FP*		KS2**				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
<b>Gwynedd</b>	84.2%	84.9%	88.0%	83.0%	82.8%	81.3%	83.2%	82.8%	86.2%	86.6%
<b>Wales</b>	81.1%	81.6%	82.7%	80.5%	83.0%	77.0%	78.2%	80%	82.6%	84.3%
<b>Position (1=best)</b>	5 (-1)	5 (0)	3 (+2)	8 (-3)	13 (-8)	4 (0)	2 (+3)	3 (+2)	3 (+2)	6 (-1)

\* The Foundation Phase Indicator was introduced in 2012 as pupils from that year reached the end of the Foundation Phase at seven years of age for the first time. The indicator shows the percentage of pupils who achieve the expected outcome in Personal and Social Development, Well-being and Cultural Diversity; Language, Literacy and Communication Skills; and Mathematical Development, together.

\*\* The KS2 Core Subjects Indicator indicates the percentage of pupils achieving at least Level 4 in Language, Mathematics and Science at the end of Year 6, namely the expected outcome.

The LEA's performance in the Foundation Phase Indicator is very close to the corresponding figure for 2012 and places the LEA in 13th position amongst all Wales LEA's. In the other indicators, the LEA's performance is as follows; *Indicator 5+ Language, Literacy and Communication in Welsh* 86.9% [position 10 nationally]. However, it should be borne in mind that the county occupies a low position as regards Welsh as a very high percentage of Gwynedd pupils are assessed in Welsh in comparison with other LEA's; *Outcome 5+ Mathematical Development* 87.0% [position 6 nationally] and *Outcome 5+ Personal, Social Development, Well-being and Cultural Diversity* 94.2% [9th position nationally]. Performance at L6+ across the indicators out-performs the national average.

At KS2, CSI performance in 2013 slightly exceeds the equivalent figure for 2012 and places Gwynedd in 6th position from amongst all Wales LEA's. The table also indicates the difference between the CSI position and that of free meals. Focus will be required on maintaining the improvements that have occurred at individual schools and to continue to challenge the small minority of schools where it is deemed that there is under-performance or performance within the comfort zone.

The table below (Table 3) indicates end of KS2 performance in the core subjects, namely Welsh, English, Mathematics and Science, as well as equivalent performance for Wales.

**Table 3: % of pupils achieving the expected levels and higher levels at the end of KS2 together with corresponding performance for Wales.**

	2009		2010		2011		2012		2013	
	Gwynedd	Wales	Gwynedd	Wales	Gwynedd	Wales	Gwynedd	Wales	Gwynedd	Wales
<b>Welsh L4+</b>	81.9%	79.8%	83.8%	81.0%	82.7%	82.0%	84.0%	83.9%	87.0%	86.7%
<b>Welsh L5+</b>	26.7%	23.9%	28.0%	24.4%	30.3%	25.8%	28.8%	26.6%	31.8%	30.4%
<b>English L4+</b>	84.5%	80.9%	86.6%	81.9%	85.8%	83.3%	86.6%	85.1%	88.4%	87.1%
<b>English L5+</b>	29.2%	27.9%	32.7%	28.9%	34.5%	30.5%	33.0%	32.9%	34.9%	35.7%
<b>Maths L4+</b>	84.4%	82.4%	86.3%	83.2%	85.5%	84.8%	88.8%	86.7%	88.8%	87.5%
<b>Maths L5+</b>	32.2%	29.3%	31.5%	29.2%	34.4%	31.1%	33.9%	32.8%	36.4%	35.6%
<b>Science L4+</b>	87.8	86.4%	90.0%	86.4%	88.4%	87.1%	91.6%	88.5%	91.6%	89.7%
<b>Science L5+</b>	31.1%	30.6%	32.1%	30.1%	34.5%	30.9%	33.6%	33.0%	35.0%	36.1%

Performance across the core subjects very closely corresponds to what was observed in 2012 with an improvement in performance at L4+ English [88.4% : +1.8%] and Welsh [87.0% : +3.0%] and at L5+ in Mathematics [36.4% : +2.5%] and Science [35.3% : +1.4%]. Despite the improvements and high level of the percentages who achieve, performance needs to continue to be challenged throughout the schools and specifically so in the small minority of schools deemed to be under-performing or performing within the comfort zone.

#### 4. Key Stage 3

At KS3, performance in the CSI has outperformed the expected benchmark for Wales over the past four years [Table 4] and exceeds the national figure for the past five years [Table 5]. Gwynedd's position has also been higher than the FSM position over the period [Table 5]. In 2013, an improvement has again occurred in the % achieving the CSI. In 2012 and 2013, Gwynedd has been the best performer of all LEA's in Wales and the figure for 2013 of 7.4% exceeds the Welsh Assembly Government's benchmark for 2012.



**Table 4: Performance against Welsh Assembly Government benchmarks :**

	CSI Key Stage 3 [KS3]				
	2009	2010	2011	2012	2013
Gwynedd	70.0%	73.0%	77.0%	84.0%	*86.0%
Benchmark **	67.0%	69.0%	74.0%	78.0%	82.0%
Difference	+3	+4	+3	+6	+4

\*Note that there is an oversight for Gwynedd CSI in the Statistical Bulletin compared to what is published in the Core Data Set

\*\* expected performance modelled on basis of FSM adjustment

**Table 5 : % pupils who achieve CSI at KS3 :**

	Key Stage 3 [KS3]				
	2009	2010	2011	2012	2013
Gwynedd	69.1%	72.6%	76.3%	83.0%	85.4%
Wales	61.3%	63.7%	68.0%	72.5%	77.0%
Position (1=best)	3	2	3	1	1

**Table 6 : % of pupils achieving the expected levels and higher levels at the end of KS3 together with equivalent performance for Wales.**

	2009		2010		2011		2012		2013	
	Gwynedd	Wales	Gwynedd	Wales	Gwynedd	Wales	Gwynedd	Wales	Gwynedd	Wales
Welsh L5+	78.1%	75.1%	76.7%	76.8%	83.0%	81.3%	86.3%	84.2%	90.1%	87.6%
Welsh L6+	39.1%	35.1%	38.3%	36.4%	41.9%	38.2%	46.2%	44.9%	50.2%	45.7%
English L5+	75.3%	70.6%	75.7%	72.5%	80.0%	76.0%	86.0%	79.3%	89.5%	82.9%
English L6+	32.9%	31.7%	33.0%	31.3%	38.8%	32.1%	46.9%	36.3%	52.3%	42.6%
Mathem L5+	77.7%	73.5%	79.1%	75.5%	82.6%	77.9%	86.7%	81.1%	89.5%	83.9%
Mathem L6+	48.3%	43.7%	45.4%	45.0%	49.3%	46.8%	56.1%	48.3%	59.3%	53.1%
Science L5+	79.0%	75.6%	81.2%	77.1%	85.1%	80.3%	90.2%	83.6%	92.4%	87.0%
Science L6+	46.4%	38.5%	46.9%	37.0%	46.6%	38.9%	56.6%	41.3%	59.2%	48.5%

At L5+ in Welsh, performance for 2013 has placed the LEA in 5th position amongst all Wales LEA's. [ 7th position in 2012]. That is good, bearing in mind the cohort size assessed. In English and Science, Gwynedd performs best from amongst all Wales LEA's in 2012 and 2013. In Mathematics, Gwynedd was second highest in 2012 and the highest performer in 2013. The above data confirms that performance in Gwynedd schools at KS3 is consistently good.

## 5. Key Stage 4

Gwynedd's performance has been slightly lower than the Welsh Government benchmark over a rolling period. However, for the first time ever, Gwynedd's performance in 2013 is similar to the benchmark set by the Welsh Government for Threshold Level 2+ and exceeds it for the capped points Score.

**Table 7 : Performance against Welsh Government benchmarks:**

	2009		2010		2011		2012		2013	
	L2+	Points score	L2+	Points score	L2+	Capped points score	L2+	Capped points score	L2+	Capped points score
Gwynedd	49.8%	402	52.1%	402	53.4%	327	55.0%	335	*59%	*358
Benchmark **	53.0%	406	55.0%	406	57.0%	332	58.0%	343	59%	351
Difference	-4	-4	-3	-4	-4	-5	-3	-8	0	+7

\*Note that there is an oversight for Gwynedd's performance in the Statistical Bulletin in comparison with that which is published in the Core Data Set.

\*\* expected performance modelled on basis of FSM adjustment

Overall, Gwynedd's comparative performance has been consistently good in the vast majority of the principal indicators across the period in question. This year, performance shows further robust progress compared to the statistics for 2012, in all of the main indicators and core subjects except in Welsh.

Also in all instances, the progress exceeds that made at a national level:

Indicator	Progress 2012> 2013 Gwynedd	Progress 2012> 2013 Wales
TL2+	+2.99%	+1.65%
TL2	+6.45%	+5.18%
TL1	+4.00%	+1.40%
CSI	+4.17%	+0.37%
CPS	+18.39	+9.53
Welsh	-3.99%	-0.22%
English	+2.54%	+0.65%
Mathematics	+3.49%	+1.95%
Science	+13.19%	+4.29%

This further builds on the improvement observed between 2009-2012.

Gwynedd's performance compared to Wales LEA's is good [see the table below]. As regards position in free school meals table [FSM] Gwynedd ranks 5th amongst all LEA's in Wales. Gwynedd's performance at the Level 1 Threshold [TL1], Level 2 Threshold including Welsh or English and Mathematics [TL2+], the Core Subjects Indicator [CSI] and the Capped Points Score [CPS] exceeds the LEA's FSM position that is good. The Level 2 Threshold [LT2] is 8th and is therefore below expectation despite having risen from 10th position in 2012.

**Table 8: Performance of 15 year old pupils in comparison with Wales and other LEAs**

Gwynedd	2010		2011		2012		2013	
	%	Position	%	Position	%	Position	%	Position
TL1	91.1	9	92.9	4	93.1	8	97.1%	2
TL2	67.4	5	70.7	8	75.1	10	81.5%	8
TL2+	52.1	6	53.4	6	55.0	6	58.0%	4
CSI	51.9	5	52.3	5	53.2	5	57.3%	3
CPS	315.0	4	327.1	3	335.0	8	353.4	2
Welsh	71.2		74.7		76.8		72.56%	
English	63.9		64.2		64.1		66.43%	
Mathematics	55.2		57.0		58.7		61.32%	
Science	66.6		66.0		71.5		84.46%	
TL1	Threshold Level 1 : learning that is equivalent to five GCSE's grades D to G.							
TL2	Threshold Level 2 : learning that is equivalent to five GCSE's grades A* to C.							
TL2+	Threshold Level 2+ : learning that is equivalent to five GCSE's grades A* to C including Welsh or English and Mathematics.							
CSI	Core Subjects Indicator : % of learners who achieve the expected level in English or Welsh, Mathematics and Science together							
CPS	Capped Points Score: average points of the best eight results of all the qualifications approved for use.							

Comparative performance is therefore robust overall with the position achieved in the vast majority of the indicators exceeding or very close to the FSM position over a rolling period.

In 2012, Gwynedd outperformed Wales in all of the core subjects. This also applies in 2013 except in Welsh that is -0.79% below Wales this year. However, cohort size assessed in the mother tongue in comparison with other areas must be borne in mind. The rolling progress made in English between 2008-9 and 2012-13 exceeds the national progress and the statistic for 2013 +3.77% exceeds Wales; Mathematics rolling progress also exceeds the national figure and figure for 2013 1.86% exceeds that for Wales; rolling progress for Science now exceeds the national level and figure for 2013 +9.82% significantly exceeds the national average.

In 2013, without exception, performance of FSM pupils at KS4 in the main indicators is better in the LEA than the national equivalent figure. Progress made in FSM pupils performance is also significantly higher in Gwynedd than that which is observed nationally for every indicator. The difference between FSM/No FSM with some exceptions is better or similar to the national figure over a rolling period. This is good. However, focus is required on the performance of this specific pupil group at some individual schools as well as give general attention to the field.

Attention is drawn to that the percentage of pupils who leave full-time education without a recognized qualification [either leaving or continuing in full-time education] has reduced during 2009-2013 and draws very favourable comparison with the corresponding figure nationally. The figure for 2012 and 2013 is excellent. [see below].

**Table 9 : % of 15 year olds not gaining any qualifications and leaving full-time education/not leaving full-time education.**

<b>Who leave without a qualification and leave full-time education</b>					
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Gwynedd	0.14	0.21	0.14	0.00	0.00
Wales	0.89	0.79	0.61	0.43	0.32
<b>Leave without a qualification/not leaving full-time education</b>					
	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Gwynedd	1.14	0.63	0.57	0.31	0.14
Wales	2.31	1.93	1.74	1.40	1.18

## **6. Performance of Individual Schools**

Although Gwynedd's rolling performance at KS4 has been consistently robust with the LEA outperforming the national average across the vast majority of the indicators, compares fairly closely to the expected FSM position and compares favourably with the profile of several other LEA's in the north Wales region, the overall situation concealed significant variations in performance across schools. Concerns were voiced about the performance of slightly below half the secondary schools and specifically as regards performance at TL2+ and Mathematics. In 2011-12, intensive plans were implemented to target support and although this led to improvements at several schools, it was not sufficient to lift them from the lowest 50.0%. During 2012-13, following specific targeting by the LEA and the Regional Service, significant improvements were made at the schools that had been a cause for concern, namely those schools specifically mentioned during Estyn Inspection of the LEA - Brynrefail, Syr Hugh Owen, Dyffryn Nantlle, Ardudwy, Tywyn. Significant progress has been made in several of these indicators. There are, however, aspects that require attention at several of our schools and we are collaborating with them during 2013/2014 to focus on the principal matters.

## **7. Reading Tests**

The reading test results held in English note that 11.5% of pupils across the key stages achieve a standardized score of below 85. The national figure is 11.2%. Performance in 2013 places Gwynedd in 14th position amongst all Wales LEA's. 62.0% had a standardized score of between 85-115 [59.4% nationally] and 23.9% had a standardized score of over 115 [26.0% nationally]. This places Gwynedd in 17th position amongst all Wales LEAs. A robust performance was achieved in Welsh and only 6.5% achieved a standardized score of below 85; 54.3% between 85-115 and 36.2% over 115. There is no meaningful national comparison in Welsh bearing in mind cohort size in Gwynedd.

## **8. Post-16**

There has been a further improvement in percentage of 17 year olds achieving L3 this year with 98.5% crossing the threshold. This represents further progress of 1.7% on the figure for 2012 and exceeds the national average of 98.4%. The percentage who achieved grades A-E across all A Level subjects [98.1%] also exceeds the national figure. The Wider Average Points Score has also increased [883.6 this year and progress of 65.2] and the figure continues to significantly exceed the national average [+104.6]. This is good.

## **9. Welsh Baccalaureate 14-16 and 16+**

Performance in the Bac is again very robust this year with 93.2% [207 of pupils] across 6 establishments achieving the full diploma at the Higher Level; and across 11 establishments, 92.5% [598 of pupils] gaining the full diploma at the Intermediate Level and 85.4% [165 pupils] achieving the full diploma at the Basic Level.

## **10. Attendance**

A significant improvement occurred in secondary school attendance in 2013 with an increase of 1.25% in Gwynedd in comparison with an increase of 0.49% nationally. This implies that the number of schools in the lowest quartile in the FSM benchmarks has reduced from 71.4% [10 schools] in 2012 to 14.3% [2 schools] in 2013. Data for primary schools has not yet been published.

## **11. School Inspections Outcomes**

During the school year 2012-2013, Estyn inspected 18 schools in Gwynedd. In 10 [55.5%] of those, Good was awarded to every Key Question and to both Overall Judgements. At 2 schools, it was adjudged that certain aspects required further attention and that the LEA should monitor progress. At 2 other schools, it was noted that Estyn would hold a further monitoring visit within a year.

However, 4 schools [3 primary and 1 secondary] were adjudged to have unsatisfactory aspects and were placed in a Significant Improvement statutory category. The LEA and the Regional schools Improvement Service have closely collaborated with those schools to implement robust and finely-tuned plans.

## 12. Matters arising from the report :

- Continue to target under-performing schools
- Continue to monitor progress at the schools and the targeted departments
- Continue to focus on pupils performance in Mathematics and English at KS4
- Sum up the good practices established in those departments where the under-achievement was most evident
- Ensure the sustainability of these good practices as well as those good practices of leadership that promoted and ensured the improvements
- Detail the pupil progress tracking processes and practices and promote the discussion at an LEA and regional level
- Further detailing [within progress tracking] on schools target setting processes and practices

## 13. Table 10 : Sum up the County's Performance.

Sum up Gwynedd's performance across the Key Stages	
KS1/FP	Adequate
KS2	Good
KS3	Excellent
KS4	Adequate

## 14. Categorizing Schools

Section 197 of the 2002 Education Act, clearly stipulates that LEA's have a legal obligation to establish Partnership Agreements with the Governing Bodies of maintained schools. These Partnership Agreements define the level of support and challenge required to improve and raise standards.

In February 2014, a process was followed to place Gwynedd schools in categories based on the level of support and challenge appropriate for them. The Partnership Agreement defines the four categories of support as follows:

➤ schools that require minimum monitoring and support
➤ schools that require light monitoring and support
➤ schools that require firm monitoring and support
➤ schools that require substantial monitoring and support

North Wales Effectiveness Service System Leaders (GwE) form a judgement on schools outcomes and leadership (following termly visits) in accordance with Regional Matrix definition. These judgements were used, as well as the professional opinion of the System Leaders and LEA officer, to place schools in categories based on level of appropriate support and challenge. The following tables summarize the current situation as regards the distribution of schools in the various categories of the Partnership Plan. A full list of school categories is provided below.

**Table 11 : Sum up situation of categorization of Gwynedd Schools [Partnership Agreement]**

Categorization of Gwynedd Schools – February 2014 (summary)

Catchment-areas

Dyffryn Ogwen (7)		Brynrefail (8)		Dyffryn Nantlle (10)		Friars / Tryfan (12)		Syr Hugh Owen (10)		Tywyn (5)		Y Gader (10)	
Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
3	42.9	0	0	3	30	3	25	1	10	0	0	1	10
3	42.9	7	87.5	4	40	4	33.3	3	30	0	0	5	50
1	14.3	0	0	3	30	2	16.7	4	40	5	100	3	30
0	0	1	12.5	0	0	3	25	2	20	0	0	1	10

Y Moelwyn (7)		Y Berwyn (6)		Ardudwy (8)		Glan Y Môr (10)		Botwnnog (10)		Eifionydd (8)	
Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
2	28.6	3	50	0	0	1	10	1	10	0	0
4	57.1	1	16.7	3	37.5	7	70	8	80	5	62.5
1	14.3	2	33.3	5	62.5	1	10	1	10	3	37.5
0	0	0	0	0	0	1	10	0	0	0	0

Secondary (14)

Primary (97)

Special (2)

Referral Units (2)

The LEA (115)

Number	%
2	14.3
3	21.4
7	50
2	14.3

Number	%
16	16.5
51	52.6
24	24.7
6	6.2

Number	%
1	50
0	0
1	50
0	0

Number	%
0	0
1	50
0	0
1	50

Number	%
19	16.5
55	47.8
32	27.8
9	7.8

**Categorization of Schools**

**Primary Schools**

	Gwynedd : Primary	Estyn Category	LEA Category
<b>Dyffryn Ogwen</b>			
1	Bodfeurig**		
2	Penybryn, Bethesda		
3	Llanllechid		
4	Rhiwlas, Bangor		
5	Abercaseg (Infants), Bethesda		
6	Tregarth**		
<b>Brynrefail</b>			
1	Gwaun Gynfi		
2	Llanrug		
3	Bethel		
4	Cwm y Glo		
5	Dolbadarn		
6	Penisarwaun		
7	Waunfawr		
<b>Dyffryn Nantlle</b>			
1	Bronyfoel		
2	Brynaerau		
3	Carmel		
4	Groeslon		
5	Llanllyfni		
6	Baladeulyn		
7	Nebo		
8	Bro Lleu		
9	Talysarn		

<b>Friars/Tryfan</b>			
1	Glanadda	SI	
2	Glancegin	AM	
3	Coedmawr Infants		
4	Garnedd		
5	Felinheli		
6	Hirael		
7	Faenol		
8	Llandygai		
9	Cae Top		
10	Our Lady's	SI	
<b>Syr Hugh Owen</b>			
1	Gelli		
2	Felinwnda		
3	Rhosgadfan		
4	Rhostryfan		
5	Hendre	SI	
6	Bontnewydd		
7	Maesincla		
8	Llandwrog		
9	Santes Helen		
<b>Tywyn</b>			
1	Craig y Deryn	EM	
2	Dyffryn Dulas++	EM	
3	Penybryn		
4	Pennal ++		
<b>Gader</b>			
1	Clogau		
2	Brithdir**		
3	Dinas Mawddwy++		
4	Ganllwyd		
5	Llanelltyd		
6	Ieuan Gwynedd**	AM	
7	Friog	SI	
8	Llanfachreth		
9	Dolgellau		
<b>Moelwyn</b>			
1	Bro Cynfal**		
2	Edmwnd Prys**		
3	Manod		
4	Tanygrisiau		
5	Bro Hedd Wyn		
6	Maenofferen		
<b>Berwyn</b>			
1	Bro Tegid		
2	O.M.Edwards		
3	Bro Tryweryn		
4	Ffridd y Llyn		
5	Beuno Sant		
<b>Ardudwy</b>			
1	Traeth		
2	Dyffryn Ardudwy		
3	Llanbedr		
4	Garreg		
5	Cefn Coch		
6	Talsarnau		
7	Tan y Castell	EM	

Glan y Mor			
1	Abererch		
2	Chwillog	SI	
3	Bro Plenydd		
4	Llanaelhaearn		
5	Llanbedrog		
6	Llangybi		
7	Pentreuchaf		
8	Eifl		
9	Cymerau		
Botwnnog			
1	Nefyn		
2	Abersoch		
3	Crud y Werin		
4	Edern		
5	Morfa Nefyn Infants		
6	Sarn Bach		
7	Tudweiliog		
8	Pont y Gof		
9	Foelgron		
Eifionydd			
1	Beddgelert		
2	Borth y Gest		
3	Treferythyr		
4	Garndolbenmaen		
5	Eifion Wyn		
6	Gorlan		
7	Llanystumdwy		
Special Schools			
1	Pendalar	EM	
2	Hafod Lon		
Referral Units			
1	Llwybrau Ni	SM	
2	Brynffynnon		

### Secondary Schools

	Gwynedd : Secondary	Banding	Estyn Category	LEA Category
1	Arduwy	1		
2	Berwyn	3	EM	
3	Botwnnog	1	EM	
4	Brynrefail	3	SI	
5	Dyffryn Nantlle	2		
6	Dyffryn Ogwen	2		
7	Eifionydd	3		
8	Friars	3		
9	Gader	3		
10	Glan y Mor	4		
11	Moelwyn	1		
12	Syr Hugh Owen	4		
13	Tryfan	3	AM	
14	Tywyn	3		

Key: AM – Authority Monitoring  
EM – Estyn Monitoring  
SI – Significant Improvements  
SM – special Measures

## APPENDIX 'A'

In your preparatory meeting for this Scrutiny Committee, you mentioned specific matters that you would wish to focus upon.

In order to address this matter in an organized manner, your question/comment is firstly noted, followed by our response.

*1. Performance at TL2+2013 is 59% (an improvement of 4% on the previous year). What measures have been taken to ensure that improvement and what specific measures are in place to try and achieve the target of 65% set for 2015?*

- Schools have received appropriate support and challenge through termly monitoring visits. An additional emphasis has been placed on checking the suitability of targets and progress made towards achieving them. Through a categorization procedure, additional support has been obtained for the 5 schools that were a cause for concern in 2012. In 2013, on average, a 15% improvement was observed at TL2+ in the performance of the 5 targeted schools [Brynrefail, Dyffryn Nantlle, Ardudwy, Tywyn and Syr Hugh Owen]. There is similar action in 2013-14 where support is targeted for those schools for whom there is concern about performance in the TL2+. In those instances, an action plan is agreed with the Headteacher and the Governing Body.
- The Welsh Government has set a national target of 65% in 2015. This is a challenging target. In 2013, Wales performance at TL2+ stood at 52.7%. The progress made by Gwynedd over the past five years [+8.16%] exceeds the progress nationally [+5.54%] and the performance in 2013 corresponds to the national benchmark for the LEA.

*2. The Council is involved in a specific project "Promoting Quality In Secondary Schools" - What is specifically implemented in that project so as to ensure progress?*

- On the agenda of every secondary headteachers meeting, there is an item on quality of education.
- 13 secondary schools were visited to gather information about specific aspects and discover good practices to disseminate.
- Discussions have commenced between school representatives, GwE and CYNNAL to establish a tracking system throughout the LEA, as well as organize a day jointly with schools on Isle of Anglesey to share good practice in target setting, assessment, progress tracking and successful intervention.
- School to school collaboration principles were presented and agreed upon at a secondary schools headteachers meeting.
- An INSET sub-group has been established. This group has prepared a model for a professional development day for secondary teachers and assistants. That day will lead to collaboration within and inter-school collaboration on specific aspects – teaching, literacy and numeracy. Further arrangements will be made for management teams.
- The Good Practice Group Leadership sub-group is preparing a training pack for middle leaders. The LEA has submitted a request to the 9 secondary schools that will be involved in a leadership development programme. Providing training for middle managers of every secondary school is prioritized during next year.



- Headteachers received guidance on best practices throughout schools in Wales as regards supporting vulnerable pupils and advising them on best use of available grants to ensure that this group of pupils make progress.

*3. What follow-up work occurs at those schools where Estyn has noted that further work is required? What steps are in place to collaborate with schools who are placed in Estyn amber categories (firm monitoring and support) and red (significant monitoring and support)? Specifically also, what type of “support” does the LEA and GwE provide for those schools.*

Support has been provided for each of the schools in the amber/red schools and Estyn category as regards preparation of an action plan. As part of those plans, the support due to the schools through the Service Level Agreement is outlined. The support provided is dependent on the nature of the recommendations eg in certain instances, the System Leader takes specific action. In other cases, specialist subject-based/curricular support is externally commissioned or through school>school action. In the secondary sector, a network of senior leaders has been established from amongst amber/red category school to jointly focus on development aspects. In the primary, there have been several instances of influences between or among diverse elements between schools in amber/red and those in green/yellow categories. There are also examples where support has been commissioned by a successful Headteacher and by External Advisers who have a track record of inspection. This is a pack that provides a rich source of support.

*4. A matter raised during the Estyn Inspection that was also raised at the Education Quality Scrutiny Enquiry was pupils development tracking work. What has been achieved thus far in that respect?*

In the secondary sector, a good practice session has been presented in strategy groups and the senior managers network has specifically focussed on that field, drawing on good practice from another LEA. A model of very good practice has also been developed at a local school and the development has been cascaded to other schools to try and ensure better use of SIMS system when tracking. Further work is underway to ensure that tracking data is appropriately used throughout the school and the field has been focussed upon as part of the LEA termly monitoring visit. In the primary sector, a significant number of schools use INCERTs commercial programme and this has fine-tuned implementation. A conference was organized for Primary Headteachers in order to cascade best practices in the field. Further work is however required to ensure consistency across the sector. Ensuring that there are appropriate procedures in place will pose another challenge namely:

Track progress against the Literacy and Numeracy Framework  
Establish LEA tracking system

*5. The report reports on progress made on various indicators between 2012 and 2013 and in comparison with the rest of Wales besides in Welsh. What accounts for that?*

The Council’s self-evaluation for the recent inspection gave detailed focus to this field and clearly highlights the unfairness of the comparative situation. The percentage for Welsh is based on the number of candidates rather than on the entire cohort. Performance in Welsh is good [if not very good ] in Gwynedd, bearing in mind the very high percentage of the cohort [the highest in Wales] who follow first language. Consequently, meaningful comparison cannot be made with

performance in the vast majority of other authorities. In certain LEA's, a high percentage succeed in Welsh but the cohort percentage who follow first language is extremely low.


*6. The committee is appreciative of being able to scrutinize information provided per school for the first time ever. It would, however, be of benefit to the school if it was possible to provide information about the assessment of individual schools to see whether individual schools indicate a pattern of progress or consistency - Can information be provided for the past 2/3 years to see whether a pattern emerges?*

As amended categorization arrangements will be implemented from April 2014, and that the criteria of that categorization differs from what we implement, a valid analysis cannot currently be undertaken. However, this request can be acceded to as from 2014.

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## Slides

Furthermore, please see the 4 slides that are wished to be used for the presentation of this item.



## Education Department Annual Report – 2012 / 2013

## Achievements

1. **Foundation Phase** – performance of highest achieving pupils.
2. **KS2** – 6<sup>th</sup> position in performance nationally. Robust performance in the principal indicator [CSI] for the fifth consecutive year – a consistently good performance.
3. **KS3** – the best performance nationally amongst all Wales authorities in the principal indicator [CSI] with the figure significantly exceeding the Welsh Government benchmark (exceeding by 4%). Progress made in the rolling performance.
4. **KS4** – performance as good as and exceeds the national benchmarks, for the first time ever.
  - Performance of pupils entitled to free school meals significantly higher in Gwynedd than what is observed at a national level for every indicator.
  - Significant progress at the Level 2+ Threshold [+2.99%]. Gwynedd's performance is similar to the benchmark set by the Welsh Government and for the first time ever, exceeds the *Capped Points Score*.
  - Significant improvements made in the performance of the 5 secondary schools that were a cause for concern, and that were specifically mentioned during Estyn's Inspection of the LEA.
5. **Pupils without a qualification** – Percentage of pupils leaving full-time education without gaining a recognized qualification excellent [0%].  
**Reading tests** Y.3 – 9 – robust performance in Welsh.
5. **Attendance at Secondary School** – a significant increase with progress of 1.25% in Gwynedd compared to an increase of 0.49% nationally.
6. **Overall** – a good performance that confirms that we are on the right track.

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## Matters for attention

1. **Foundation Phase** – performance in the principal indicator [FPI] below expectation – quality and accuracy of assessments require focus.
2. **KS2** – ensure improvement and challenge under-performance. Further scope for detailed focus on assessments.
3. **KS3** – the need to interpret assessments as regards achievements at KS4 e.g. Mathematics.
4. **KS4** – continue to focus on all the indicators.
  - Further focus on the TL2 indicator when preparing schools for the new BAC in 2015.
  - Focus on Science and appropriate learning pathways.
  - Detailed focus on FSM pupils performance – Bridge the gap.
  - Fluctuation in schools performance – Performance in approximately half the secondary schools at Key Stage 4 below expectation compared to similar schools especially at the *Level 2+ Threshold, Mathematics and English*.
5. **Y3-9 reading tests** – the need to focus on performance in English. Performance in the National Reading Tests generally lower in *English* compared to *Welsh*.
6. **Attendance in the Secondary Sector** - continue to carefully detail and monitor

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## Developmental work based on the evaluation

1. Bridge gap in performance - FSM and no FSM and compare with performance at a national level.
2. Target under-performance.
3. Focus on Mathematics and English at KS4 and further focus on the core subjects.
4. Summarise and share good practices.
5. Establish **school to school work**.
6. Develop and strengthen leadership to ensure improvements.
7. Strengthen processes to track pupils progress.
8. Strengthen target setting processes.
9. Implement the procedure linked to categorization of schools and overall improvement in performance. The need to monitor and provide firm or significant support to over a third of the schools due to concerns about outcomes or/and aspects of leadership and scope for improvement.
10. Close collaboration with GwE.

<b>NAME OF SCRUTINY COMMITTEE</b>	<b>Scrutiny Committee - Services</b>
<b>DATE OF MEETING</b>	<b>10 April 2014</b>
<b>TITLE OF ITEM</b>	<b>The 'More than Just Words' Strategic Framework – Gwynedd Council situation</b>
<b>CABINET MEMBER</b>	<b>Councillor R H Wyn Williams</b>

## **1. Purpose of the report**

1.1 The purpose of this report is to note the way in which the Council is responding to the requirements of the 'More than Just Words - Strategic Framework for Welsh Language Services in Health, Social Services and Social Care' (More than Just Words).

1.2 Information is provided on the progress made against the Welsh Government expectations and information is also provided in response to specific questions raised at the preparatory meeting for this Committee.

## **2. Context**

2.1 'More than Just Words' was published in 2012, along with action plans (one for Social Services and another for the National Health Service). They are to be implemented over a three-year period between April 2013 and March 2016.

2.2 At the core of the strategic framework is the commitment by public services in Wales to provide Services which are citizen-focused, including acknowledging that many people can only communicate their need for care and to participate in their care as effective partners through the medium of Welsh.

2.3 The principle of the 'Proactive Proposal' is evident in all parts of 'More than Just Words'. What that means is that the user's language requirements must be satisfied, bearing in mind that establishments have a responsibility to identify and respond to linguistic needs as a core part of care.

2.4 'More than Just Words' was published in the legal context of the Welsh Language (Wales) Measure and it is important to bear in mind that the standards for the Welsh language which will accompany the Measure will lead to creating rights in order for Welsh-speakers to receive Services through the medium of Welsh.

### **3. The Council's response to the 'More than Just Words' Strategic Framework**

3.1 Gwynedd Council has been committed to More than Just Words from the very beginning, releasing the time of a Senior Manager to represent Social Services departments on the Ministerial Task Group established to prepare the Strategic Framework.

3.2 Following the publication of the framework itself, the following steps have been taken, which have been crucial in driving forward this important agenda:

- Commissioning a 'Survey of the requirements and practice of Gwynedd Council in providing Care Home Services (Residential and Nursing) and Home Care', by the Language Planning Centre – the findings were published in March 2013
- The content of contracts and contracts monitoring procedures has been adapted in response to the survey by the Language Planning Centre
- Influencing the specification of the Care and Community Health Management System which will replace our current system (RAISE) when it reaches the end of its lifetime in April 2016, in order to facilitate the work of identifying needs and responding appropriately to them
- Securing the commitment of the Corporate Director / Statutory Director of Social Services and the Cabinet Member for Care to publishing a statement expressing their wish to see sensitivity towards the Welsh language being reflected across the Council and noting the importance of identifying the Welsh-language needs of users when assessing and caring for users
- Information has been gathered from the Census regarding the language profile of communities, and work is afoot to review the Commissioning Plans incorporating the findings which will influence the 'Market Position Statements' which will be prepared in the coming months
- Collecting data regarding care staff in Gwynedd, as a basis for further planning and action
- An audit has been carried out of the way in which social workers and other professionals record the language choice or requirements of the users and findings have been shared with all relevant managers
- As part of an annual questionnaire sent to all internal and external residential and nursing homes in Gwynedd, specific questions were included regarding the ability of these providers to meet the language needs of the users
- A commitment to extend the 'language champion' scheme which exists within the Council's Leisure Centres to all its residential homes
- Appointing 'Welsh-language Development Officers' on Senior Manager level
- Establishing a cross-departmental Task Group to co-ordinate action in response to the national requirements.



#### **4. Response to specific questions raised by the preparatory meeting**

4.1 See below the questions asked along with a brief response to each one.

***a. What were the expectations on Social Services following the introduction of the Strategic Framework 'More than Just Words'?***

We were expected to act in accordance with the requirements within the action plan published by the Welsh Government. This work is afoot, and as shown above, substantial progress has been made within the first year.

***b. The Scrutiny Committee has a specific concern regarding language conditions when the Council is commissioning. How confident can the Council be that care services provided via an agreement on behalf of Gwynedd Council provide Welsh-language services, recruit bilingual staff and plan the workforce in order to ensure that bilingual staff are available for every shift?***

The highest percentage by far of the care provision commissioned is in the Older People field. The Language Planning Centre was asked to review contracts for home care and residential and nursing care, and 12 recommendations were made. During 2013/14, we have revised all relevant contracts in order to strengthen the clauses referring to the Welsh language. We have also strengthened our monitoring arrangements in order to ensure compliance with these contracts.

Our intention is to extend this work to the remaining Adults and Children fields (day care, after care, adults' placement plan, supported housing etc.) as the contracts expire and are renewed.

It should be noted that the Contracts Unit has specific examples of cases where they have terminated a contract and changed providers as the provider did not meet the contractual expectations in relation to the Welsh language.

The Brokerage Team, which currently only works in the home care field, plays a crucial role as it ensures that Welsh-speaking carers are directed to those users who require the service in that language. There are plans afoot to extend this Team's work to other fields.

***c. The document noted four specific categories which required attention, namely children and young people, older people, people with learning disabilities and people with mental health difficulties. In which fields does the Council anticipate the biggest challenges?***

There are two main fields which cause difficulties, namely fields in which medical staff need to be recruited, such as nursing homes, and fields in which a shortage of local provision means that we commission out-of-county placements. These are mainly residential placements, in the fields of Children and Learning Disabilities.

The challenge for us in terms of Older People is to ensure adequate provision to coincide with the high numbers. The rate of Welsh-speakers within this category is high and the fact that dementia is a common condition strengthens the need for care through the medium of Welsh. As well as strengthening our contracts monitoring arrangements, we have amended our annual questionnaire (a questionnaire to gather information from our providers) to include information about the level and skills of the workforce in relation to the Welsh language.

***ch. How do the workforce planning arrangements (rotas/caseloads) ensure the availability of a bilingual workforce for Welsh-speaking service users and their families?***

Owing to the Council's language policy, the situation in terms of our internal workforce is exceptionally strong in the context of our ability to provide services through the medium of Welsh. Situations where a Social Worker is unable to speak Welsh are very few and far between. Nonetheless, examples are highlighted from time to time where feedback proves that the correspondence does not always meet the linguistic needs of service users and their families. Training and supervision must address this.

There is a higher number of the front-line care workforce who are non-Welsh-speakers; however, the internal Provider department has firm arrangements in place in terms of identifying linguistic needs and ensuring that the support corresponds to those needs. In future, it must be ensured that the Council's language policy, in terms of recruitment, is followed without exception.

***d. What pressure does the Department place on other agencies regarding their use of the Welsh language?***

As noted above, for agencies which provide services to users, the Department is unequivocal in terms of the pressure, as it is part of the providers' contracts. Responsibilities to collaborate with the Health Board are on the increase, and officers take every possible opportunity to seek to influence practice and increase language awareness amongst Health colleagues. Recently, examples have been seen increasingly where representatives from the Department insist that regional and multi-agency meetings and workshops do not turn to English when Welsh-speakers who wish to speak Welsh are present. The County Forum is a multi-agency forum which has been established to promote and co-ordinate our work



jointly and a senior management representation from the Council will ensure an appropriate platform for the 'More than Just Words' agenda.

***dd. Are there barriers that prevent the ability to provide Welsh-language services to service users? How will the service go about overcoming these barriers?***

Compared with the rest of Wales, we in Gwynedd are very fortunate as we have access to a suitable workforce which is well-versed in the Welsh language and can meet a large proportion of the requirements. However, recruiting suitable staff continues to be a barrier in some areas and in some specific fields. An example of this is home care and nursing care in parts of Meirionnydd. Another barrier is the attitude of some establishments which provide care and their understanding of their responsibilities. Sometimes, acceptable service is provided in terms of one-to-one care, however, other aspects such as information leaflets, websites, posters etc. are in English only. Another barrier which becomes apparent fairly often is that a provider does not have sufficient knowledge of written Welsh to understand care plans and whilst they are able to provide a carer to do the work, they cannot ensure that a manager or supervisor can speak Welsh well enough to instruct and supervise the member of staff.

We try to overcome these difficulties, firstly by evaluating the size of the problem. As already noted, a questionnaire has been created to gather detailed information for each and every provider. We have assisted establishments with their commitment to bilingual written documentation by referring to the Association of Welsh Translators and Interpreters in contracts. The Workforce Partnership and the Providers Forum are two crucial groups in terms of offering advice, information and specialist training on the proactive approach and language awareness. In February this year, language awareness training was held for elected members, in the hope that the principles would be disseminated further. An 'End to End' review is about to start in the Adults field and the intention is to ensure that More than Just Words becomes a theme throughout the review of the quality and appropriateness of our current services.

***e. To what extent has the service managed to integrate More than Just Words as part of the Social Services Department's culture e.g. service user centred, proactive approach?***

Owing to the Council's language policy, we are extremely fortunate in that, even before the publication of More than Just Words, we have gone much of the way to realising the requirements. As the Welsh language is the native language of so many service users and staff members, we do satisfy many of the requirements. What has been strengthened in recent months is the expansion of this culture in a broader sense to the care community beyond the Council's boundaries. By working in partnership with other agencies, including providers, we see progress in terms of our ability to meet people's real linguistic needs. However, we must

not rest on our laurels and it is intended to continue to offer training, review our recording methods and monitor our contracts.

## **5. The way forward**

5.1 The Committee's observations on this information is welcomed and these observations will be useful as we summarise our progress in the Statutory Director's Annual Review (a specific request which has come from the Welsh Government).

5.2 It is proposed that a further report on progress is submitted to this Committee and / or the Language Committee within a period of six months to a year.