



Complete Agenda

Democratic Services
Swyddfa'r Cyngor
CAERNARFON
Gwynedd
LL55 1SH

Meeting

EDUCATION AND ECONOMY SCRUTINY COMMITTEE

Date and Time

10.30 am, THURSDAY, 21ST NOVEMBER, 2019

**NOTE: A BRIEFING SESSION WILL BE HELD FOR MEMBERS IN YSTAFELL
GWYRFAI at 10.00AM**

Location

Siambr Hywel Dda, Council Offices, Caernarfon, Gwynedd, LL55 1SH

*** NOTE**

This meeting will be webcast

https://gwynedd.public-i.tv/core//en_GB/portal/home

Contact Point

Eirian Roberts

01286 679018

eirianroberts3@gwynedd.llyw.cymru

(DISTRIBUTED 13/11/19)

EDUCATION AND ECONOMY SCRUTINY COMMITTEE

MEMBERSHIP (18)

Plaid Cymru (10)

Councillors

Steve Collings
E. Selwyn Griffiths
Elin Walker Jones
Huw Gruffydd Wyn Jones
Mair Rowlands

Aled Ll. Evans
Judith Mary Humphreys
Gareth Jones
Olaf Cai Larsen
Paul John Rowlinson

Independent (5)

Councillors

Freya Hannah Bentham
Beth Lawton
Elfed Powell Roberts

Elwyn Jones
Dewi Wyn Roberts

Llais Gwynedd (2)

Councillors

Alwyn Gruffydd

Gareth Williams

Gwynedd United Independents (1)

Councillor
Dewi Owen

Ex-officio Members

Chair and Vice-Chair of the Council

Other Invited Members

CO-OPTED MEMBERS:

With a vote on education matters only

Anest Gray Frazer	Church in Wales
[vacant seat]	The Catholic Church
Dylan Davies	Meirionnydd Parent/Governors Representative
Karen Vaughan Jones	Dwyfor Parent/Governors' Representative
[vacant seat]	Arfon Parent/Governors' Representative

Without a Vote

Dilwyn Ellis Hughes	UCAC
David Healey	ATL

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

To receive any declarations 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

6 - 8

The Chairman shall propose that the minutes of the previous meeting of this committee held on 10th October, 2019 be signed as a true record (attached).

5. REVIEW OF HAFAN PWLLHELI AND HARBOUR

9 - 16

Cabinet Member – Councillor Gareth Thomas

To consider a report on the above (attached)

*10.30am – 11.30am

6. SUPPORTING GWYNEDD BUSINESSES TO RESPOND TO BREXIT 17 - 20

Cabinet Member – Councillor Gareth Thomas

To consider a report on the above (attached)

*11.30am – 12.15pm

7. SAVINGS 2020/21 - EDUCATION AND SCHOOLS DEPARTMENT AND ECONOMY AND COMMUNITY DEPARTMENT 21 - 29

Cabinet Members – Councillors Gareth Thomas and Cemlyn Williams

To consider a report on the above (attached)

*12.15pm – 1pm

*LUNCH BREAK – 1pm – 1.45pm

8. OUTLINE OF THE TRAC PROJECT IN GWYNEDD

30 - 35

Cabinet Member – Councillor Cemlyn Williams

To consider a report on the above (attached)

*1.45pm – 2.30pm

**9. UPDATE ON THE GWYNEDD AND ANGLESEY ADDITIONAL 36 - 45
LEARNING NEEDS AND INCLUSION SERVICE**

Cabinet Member – Councillor Cemlyn Williams

To consider a report on the above (attached)

*2.30pm – 3.15pm

*estimated times

An informal meeting will be held for members at the close of the meeting

EDUCATION AND ECONOMY SCRUTINY COMMITTEE 10/10/19

Present: Councillor Paul Rowlinson (Chair)
Councillor Elwyn Jones (Vice-chair)

Councillors: Steve Collings, Selwyn Griffiths, Alwyn Gruffydd, Judith Humphreys, Elin Walker Jones, Gareth Jones, Cai Larsen, Beth Lawton, Dewi Owen, Dewi Roberts, Elfed Roberts, Mair Rowlands and Gareth Williams.

Co-opted Member: Dilwyn Ellis Hughes (UCAC).

Ex-officio Member: Councillor Edgar Owen.

Officers present:

Vera Jones (Democratic and Language Services Manager) and Eirian Roberts (Democratic Services Officer).

Present for item 5 below:

Roland Evans (Culture and Communities Senior Manager)
Sian Pennant Jones (Marketing and Tourism Manager)

Present for item 6 below:

Llyr B. Jones (Senior Manager Economy and Community)

Present for item 7 below:

Councillor Cemlyn Williams (Cabinet Member for Education)
Garem Jackson (Head of Education)
Debbie A.W.Jones (Education Corporate Services Officer)

1. APOLOGIES

Councillors: Freya Bentham, Aled Evans and Huw Wyn Jones.
Anest Gray Frazer (Church in Wales).

Councillor Gareth Thomas (Cabinet Member for Economy) (who was deputising for the Leader of the Council at another meeting).

2. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received from any members present.

3. URGENT ITEMS

None to note.

4. MINUTES

The Chair signed the minutes of the previous meeting of this committee held on 20 June 2019, as a true record.

5. GWYNEDD PLAN: BENEFITING FROM TOURISM PROJECT

Presented - the report of the Cabinet Member for Economy, updating members on the Benefiting from Tourism project, that was part of the Gwynedd Plan. The committee was invited to scrutinise the implementation process for the project and to scrutinise the Tourism Framework for the future, when the time was right to do so.

The officers elaborated on the content of the report, and also responded to questions / observations from members.

The Chair summarised the main observations made by members during the discussion as follows:-

- As part of the work, the benefits to the people of Gwynedd needed to be considered, as well as the flip side - especially the impact of too much tourism:-
 - on the Welsh language;
 - on parking arrangements;
 - the impact on local people etc, e.g. the increase in Airbnb accommodation;
 - the impact of extending the holiday season and the impact on caravan parks that could turn into additional villages and affect our services, planning procedures and the Welsh language.
 Officers noted their willingness to give a further presentation to this committee on this, including fleshing out some of the options, especially as a few were contentious.
- Hygiene was an obvious element that affected tourism and the Department was encouraged to consider this element further, and to continue to collaborate with Visit Wales, the Council's departments, and to try to identify solutions to these problems.
- A request was also made for the opportunity to gain greater clarity on the options, especially clarity on the business case per option, i.e. the administration cost, the financial benefits of this and benefits for businesses, and the benefits to the wider society.

6. REVIEW OF PWLLHELI HAFAN AND HARBOUR

Presented - the report of the Cabinet Member for Economy, giving members a brief update on the work of developing different options for the Pwllheli Hafan and Harbour.

The officer expanded on the content of the report, and also responded to questions/comments by the members.

In summary, the Chair stated that the committee could see that work was progressing. A full report would be presented to the next meeting and the work could be scrutinised at that time.

7. LANGUAGE CENTRES PILOT SCHEME

Presented - the report of the Cabinet Member for Education inviting the scrutiny committee to put forward ideas and suggestions that could contribute to the research that was to be carried out to measure the impact of implementing the pilot at one Language Centre, and to express their views on the way the impact of implementing the pilot should be measured at one Language Centre.

The Cabinet Member, the Head of Service and the officer elaborated on the content of the report, and also responded to questions / observations from members.

The Chair summarised the main observations made by members during the discussion as follows:-

- The fact that the team acting on behalf of the Education Department was a multidisciplinary team was welcomed. It consisted of experts from the department and outside experts, but it was emphasised that the report on the conclusions of the research should be presented in the name of an outside expert, in order to ensure the objective element. The linguistic expertise within the Education Department was also welcomed, and that the research included a combination of quantitative and qualitative data.
- The methodology identified the need to know the background/baseline per child, and this was welcomed. It was accepted that it was necessary to measure against Level 2 attainment, but a fair way of measuring against the baseline had to be considered.
- It was crucial to obtain feedback from schools as this was key to the methodology, and the opinion of schools, the language centres, and the pupils and their parents was vital. There was also room to ensure the use in the long term of pupil tracking arrangements.
- The committee also emphasised the need to bear in mind that the ongoing improvement of standards had to be considered, not simply maintaining the standards.
- Members also noted the desire to be an ongoing part of the process, and they also wished to receive information about the cost of the work this year.
- It was also noted that the methodology needed to consider the longer term and the impact of the policy on the Council and our schools in the longer term.
- Concerns were raised about the timetable, and a clear message conveyed about the importance of doing the work correctly.

The meeting commenced at 10.30 am and concluded at 12.40 pm

CHAIRMAN

Education and Economy Scrutiny Report

Date of meeting :	21 November 2019
Cabinet Member:	Cllr. Gareth Thomas
Contact Officer:	Llyr Jones, Deputy Head Economy and Community
Department:	Economy and Community

Title of Item: Review of Hafan Pwllheli and Harbour

Why does it need to be scrutinised? One of the Economy and Community Department's priorities within the Council's Plan for the period 2018 - 2023 is to develop management options for Hafan Pwllheli and Harbour. This is based on a downward trend in the income generated at the Hafan since 2008/09.

The Scrutiny Committee is asked to consider the work carried out to date.

Background and context

1. Dwyfor District Council developed Hafan Pwllheli in the early 1990s with European funding, before it was transferred to Gwynedd Council following local government reorganization in 1996. It offers over 400 pontoon moorings, offices, changing rooms, showers, toilets, safe boat storage area, a 50 tonne crane, boat transport and parking provision.
2. More recently, the Plas Heli development has added to the wide range of sailing facilities at Pwllheli Harbour.
3. It has also contributed significantly to the Council's Financial Strategy over the years with a net income (i.e. profit) of £800k per annum at its peak. Recently, however, there has been a downward trend and it was now anticipated that this year the net income return would be £250k.
4. Over the same period, the number of moorings fell, and the rate of occupation of annual contracts is around 70% with the remaining being temporary, casual and seasonal use.
5. Several theories have been proposed to try to explain this decline, with some contradictory theories coming from different sources. The following challenges have been noted as being possible contributors to this reduced income:
 - The economic recession had had an impact on the maritime sector and the demand for moorings (including secondary considerations such as the effect on financial markets)
 - Concerns that silting levels in the channel are affecting access to the harbour

- Lack of capacity in suitable locations for disposing of sediments from the harbour (which restricts dredging options)
 - Recent increase in costs such as VAT and fuel has affected the maritime sector
 - The fragile condition of the maritime sector has led to increasing competition amongst marinas for customers
 - Customers having higher expectations due to more competition and new marina developments.
6. In engaging with stake-holders in 2018, several operational matters (such as improved marketing and customer care aspects) and a lack of financial investment on site (including facilities on land and dredging requirements) have been highlighted.
 7. Another common finding was that other marinas have adapted to these challenges and have, consequently, filled their moorings. There is a perception that Hafan does not make the most of its assets and lags behind other marinas.
 8. However, consideration should be given to the context within which Hafan operated. This included factors such as:
 - i. The Council has had to deliver substantial savings on its budget in recent years and the financial contribution from Hafan has reduced the effect of those savings on the residents of Gwynedd. Consideration will have, doubtlessly, been given to investment in Hafan against financial pressures on other public services.
 - ii. The dredging requirements at Pwllheli are great and likely to be more costly compared with other marinas in the United Kingdom. The financial and legal/regulatory complexities of removing the deposits is a stumbling block to carrying out work.
 - iii. Managing Hafan is a commercial enterprise but, as previously mentioned, it contributes to a greater benefit within the local economy. Hafan is required to strike a balance between operating commercially and supporting the local economy. For example, some decisions that make commercial sense could impact other local business. Consequently, the service is cautious not to compete excessively with local businesses.
 - iv. A softer aspect of the picture is the culture. A general perception of the public sector is that it does not create the circumstances and systems for effective trading. Although private providers with an eye on profit-making would not necessarily be guaranteed financial success, their purpose is usually far more straightforward with activities being built around that purpose. Hafan is subject to the Council's management and governance arrangements; it is possible that this presents barriers to maximising profit

Phase 1 – Case for Change

9. The work in Stage 1 represents the first step in the process of developing a business case and, therefore, presents high level information and considerations with which to set the direction. Looking at every option in detail would be an expensive and useless exercise if it failed to meet our core aims. The work addresses two fundamental questions:

- Is there a case for changing the current management model for Hafan ourselves?
 - If there is a case, which management model or models should we develop further?
10. The case for change is based on the following:
- a) Indications that suggest that the current net income of approximately £400k is unsustainable over the coming years. The Pwllheli Harbour Berth Holders Association are concerned that more customers could terminate their contracts during the coming financial year, with reference to access difficulties as the main reason (i.e. dredging matters). If efforts to prevent or to recover this loss are unsuccessful, this could further affect income levels. Furthermore, attracting fewer customers could potentially have a wider impact on the local economy.
 - b) The current customer profile at Hafan is a risk in relation to contract retention. Attracting new customers is vital but there is no clear marketing strategy.
 - c) Several stake-holders have expressed concern and views about the current provision. Concerns mainly relate to:
 - The lack of action on the dredging requirements
 - Lack of investment on the site which has led to a deterioration in its image
 - Lack of facilities such as eateries and shopping
 - Lack of commercial thinking and lack of focus on customer care
 - Negative publicity about the service, facilities and channel into the harbour.
 - d) The occupation rate at other marinas is higher, which suggests a potential market in which to compete and attract customers.
 - e) The current financial model is inadequate to address the necessary dredging requirements.
 - f) Most facilities, including moorings, are over 20 years old and despite currently being in working order, they will reach the end of their life in the next few years. The funds that have been earmarked will not be sufficient to address the work that needs to be done in the medium and long term.
 - g) If we fail to address this area, we will most likely fail to achieve Hafan's core aims of:
 - being an economic catalyst that creates and supports local jobs
 - Provides a financial income that contributes to public services in the County.
11. It is recommended there is a case for change but that does not necessarily mean that new providers are needed to manage the Hafan. The alternative model could, as a minimum, mean introducing improvements and/or an investment to the service and, at the other end of the scale, could mean selling the site to an independent provider.

12. It is recommended that the scope for any alternative model should include the responsibilities of managing the harbour and all dredging responsibilities at the site, together with the Hafan itself, of course. This could somewhat restrict the models and possible providers; nevertheless, it is worthwhile including all responsibilities in order to generate the most comprehensive picture of the true benefit and implications of any alternative model.
13. The following criteria were proposed as a basis for evaluating the possible models (in no particular order):
 - To strengthen the economy by being commercially viable and therefore support marine businesses and local employment
 - To be an economic catalyst by attracting and maximising the use of the harbour by all
 - The ability to promote the Welsh language.
14. It is considered that the above are sufficient for the purposes of setting the direction. However, if further work is to be carried out on detailed options, these objectives may need to be more specific and prioritised.
15. Based on an initial assessment against the above criteria, it was agreed that the following options be considered for more detailed development as Phase 2, and the justification for taking action, or not, weighed up on the basis of a business case:
 - Option 1 (Baseline): Introduce improvements to current arrangements
 - Option 2: Management to stay within the Council with an investment programme
 - Option 3: Establish an arm's length company
 - Option 4: Joint venture with a private provider
 - Option 5: Lease the site
16. The feasibility of options 4 and 5 would have to be proved before any detailed work could continue on them.

Phase 2 – considering the 5 options

17. In order to progress Phase 2, a multidisciplinary project team was established and external experts appointed to develop the business case, Strategic Leisure and Leonie Cowen Associates.
18. During the initial work with the external consultants, it was decided that all the Council's assets in respect of the Harbour site and Hafan should be incorporated so that everything is considered in the further development of the above options.
19. Since the appointment of the consultants earlier this year, the Project Board has worked closely with the consultants to look at a range of considerations relevant to the Hafan and Pwllheli Harbour; these include legal aspects, property, finance and maritime market trends.

The Counsellants' work

20. Following detailed work and a site visit, the following key issues were identified by the consultants:

- The location of the Harbour and marina is a significant and marketable strength. It is an excellent area for sailing of all types and to be used as a base to enjoy the spectacular natural beauty of the area as a whole;
- However, there does not appear to be any strategic vision for the site. The operation is fragmented and in some cases different operators are competing for the same market. There is a need for a more joined-up approach to planning and management;
- Gwynedd Council has entered into a number of leases and/or allowed third party occupants on the site with various commercial entities and operators. Revenue from these tenants/occupiers does not appear to be ring-fenced for the site as a whole despite the fact that the Council maintains the site infrastructure e.g. roads etc;
- The harbour entrance, basin and Hafan is prone to silting and dredging is an on-going requirement. It is essential that this continues and that a solution is found to the problem of disposing of silt;
- Demand for pontoon moorings has fallen in recent years. There are a number of reasons for this including an external perception (as posted online) that access to the harbour and marina can be problematic at low tide. The Council does not have the resources to counteract such negative publicity through positive marketing initiatives;
- Gwynedd Council's operation of the Harbour and Hafan makes an operational surplus of between £200k and £250k per annum (excluding central and departmental costs). Although this is lower than it has been in the past, it has remained stable over the last few years. This surplus forms part of the Council's Financial Strategy and it has not been identified for reinvestment in the services and facilities. It is recognised that the surplus is after an on-going allowance for the dredging and renewals fund;
- Gwynedd Council's staffing levels are relatively low and the existing staff have significant site knowledge and expertise. There is no succession plan for key staff members who will soon reach the end of their careers;
- The sailing club building occupies a prime location immediately adjacent to the marina moorings. However it is currently empty and in all likelihood deteriorating. Plas Heli now own the building as it was transferred to them by the Sailing Club;

- For a number of reasons the operation of the Plas Heli building is with limited resources. Various improvements have been made during the last 12 months and Plas Heli Directors continue to revise the company's business plan;
- Other areas of the site are showing their age and in need of investment including pontoons and other ancillary facilities for permanent moorings and visitor berths;
- It appears that there is some animosity between the facilities on site and the local community. There is a perception that the investment in the site is being primarily for the elite and not providing opportunities for local people;
- All of the above highlights the challenges that are being faced. However it is worth observing that there is an underlying strength there that needs to be brought out;
- There is an established external market for Harbour and Marina management and evidence of real interest from the private sector in entering into a long term partnership with Gwynedd Council.

21. Taking all these factors into account, the conclusion was that options 1, 2 and 3 would not meet the first two criteria and that some form of external partnership would be needed in the long term if the site was to reach its full potential. A joint venture or lease could result in the capital investment necessary to address the current weaknesses.

22. Reasons for the decision per option are expanded on in the matrix below.

	Option	Strengthen the economy by being commercially viable	Maximising the use of the harbour by all	Promote the Welsh language
1	Present improvements to the current arrangements	No budget to invest in the site. Current revenue declines.	Uncertainty over the Council's ability to invest significantly in the site / facilities, which would lead to a reduction in use	Management continues within the Council and therefore complies with the Council's language policy
2	Management to stay with the Council with an investments programme	No budget to invest in the site. Current revenue declines.	Lack of Investment in the site / facilities, which would lead to a reduction in use	Management continues within the Council and therefore complies with the Council's language policy

	Option	Strengthen the economy by being commercially viable	Maximising the use of the harbour by all	Promote the Welsh language
3	Create an arms-length company	No budget to invest in the site.	Lack of Investment in the site / facilities, which would lead to a reduction in use	Management continues within the Council and therefore complies with the Council's language policy
4	Joint venture with a private operator	Private provider able to attract funding and therefore investing in the site	Maximise the use due to improvement / investment in the site	The language elements would need to be part of any partnership agreement
5	Lease	Private provider able to attract funding and therefore investing in the site	Maximise the use due to improvement / investment in the site	It is difficult to include Welsh language terms in a lease for land and property

23. The consultants' report notes uncertainty about the Council's future ability to invest significantly in the site. However, it should be noted that the Council could invest if there was a sound business case as a basis.

Phase 2 – Consultant's recommendations

24. The consultants suggest tackling the challenges set out above in two ways. Phase 1 would be for 1-2 years and would require the Council to address the current weaknesses and prepare itself for Phase 2 which would enter into a partnership with a third party commercial organization.
25. In the short term, it is recommended that the Council focus on addressing current issues in order to create the right conditions for investment. This would include preparing a strategic plan for Glandon (with some input from external commercial providers and other stakeholders) and addressing all other outstanding issues and anomalies.
26. At the heart of this is working with Plas Heli to establish long-term viability and capacity to deliver the socio-economic benefits.
27. In the longer term, it is recommended that the Council considers procuring a long-term partnership with a third party Harbour and Marina operator. There is an established market for these services and initial discussions with potential partners have been very encouraging. Such an arrangement could take the form of a joint venture or lease, the terms and duration of which would depend on the level of

capital investment expected of the partner. The external providers are able to provide a holistic service including both statutory and non-statutory functions and can therefore take over the management of the whole site. They also provide dredging services and this could be a cost effective solution to an ongoing requirement.

28. A joint venture and / or lease is considered to be the best way to fulfill the first two criteria, i.e. an investment that will strengthen the local economy and act as a catalyst for future growth. Subject to negotiation and discussion with potential partners, the third objective of promoting and protecting the Welsh language could also be achieved. A number of market players currently operate Harbours and Marinas in Wales in partnership with local authorities.
29. It should be noted that these are the consultants' recommendations, which also acknowledges that further work is required before making such a decision.

Next Steps

30. The work undertaken to date has highlighted a large number of issues relating to the Hafan, Pwllheli harbour and Council assets in Glandon and the outer harbour. These include legal, commercial and managerial issues, and the work has also highlighted the importance of these resources to the community and area of Pwllheli.
31. However, it is not considered that the Council is currently in a position to make a decision on a preferred option, and that more work is needed to support such a decision.
32. Developing management options for Hafan and Pwllheli Harbour remains a priority for the Economy and Community Department. As a result, we will proceed with the work program including:
 - The multi-disciplinary team will continue to co-ordinate the property, legal, financial and managerial issues.
 - Prepare a Development Plan (Masterplan) for Glandon and the harbour to set a clear vision and direction.
 - Implement the Dredging Strategy, paying particular attention to developing a long-term solution by seeking to re-use the silt from the harbour.
 - Engage with local organisations that have contributed to the work to date.
 - Based on the above, prepare an Investment Strategy incorporating the short, medium and long term investment needs.

Meeting:	Education and Economy Scrutiny Committee
Date:	21 November 2019
Title:	Supporting Gwynedd businesses to respond to Brexit
Authors:	Dylan Griffiths, Economic Development Programmes Manager Colin Morris, Business Support Programmes Manager Economy and Community Department
Member:	Councillor Gareth Thomas Cabinet Member for Economic Development

1. Introduction

- 1.1 This report is presented at the request of the Scrutiny Committee. The report outlines how the Council and other organisations are raising awareness amongst businesses of the implications of the UK's decision to leave the European Union (Brexit) and supporting them to overcome any resulting obstacles.
- 1.2 The report is an update of an item submitted to the Committee on 22 November 2018 (see: [hyperlink](#)).

2. Background

- 2.1 On 23 June 2016, 51.9% of the UK electorate voted in favour of leaving the European Union (58.1% of the Gwynedd electorate were in favour of remaining in the Union).
- 2.2 On 29 March 2017 the Westminster Government formally notified the European Union of the UK's intention to leave the Union, thus triggering the procedure set out in Article 50 of the Lisbon Treaty.
- 2.3 Following three delays, it is now anticipated that the UK will leave the European Union on 31 January 2020.

3. Implications of Brexit for Gwynedd businesses

- 3.1 The likely impact of Brexit on individual businesses - and the wider economy - can be split into two parts:
 - the direct impact arising from Brexit in the short / medium term; such as changes to the administration relating to exports, the need for workers from the European Union to register to stay in the country, changes in the condition of the market as a result of customs etc.; and,

- the indirect impact that will follow in the medium / long term as a result of the reduced economic growth anticipated as a consequence of Brexit.
- 3.2 The Council's work in supporting Gwynedd businesses attempts to address the short-term and long-term effects of Brexit, but of course, the Council's main focus at present is on raising awareness of the support that is available for businesses to alleviate and cope with the impacts of Brexit in the short term.
- 3.3 An analysis by Grant Thornton on behalf of the Welsh Local Government Association of the potential effects of Brexit on individual counties supports the above, and suggests (see: [hyperlink](#)):
- that it is the agriculture, manufacturing, car manufacturing, wholesale and retail sectors that face the greatest risk from Brexit; and that the agriculture sector is a particular priority for Gwynedd given its scale in the county;
 - that the higher rate of individuals who are on lower pay in Gwynedd is a weakness;
 - that the number of European Union nationals in Gwynedd has already decreased since the 2016 referendum (employers have reported to us that this is mainly because of the decrease in the value of the pound).

4. The Council's Response to the direct impacts of Brexit

4.1 *Receiving businesses' feedback*

The Council is continuing to hold regular discussions with the county's businesses to receive their feedback regarding their concerns about Brexit.

The matter is discussed regularly at the Gwynedd Business Forum and also in forums such as the Destination Management Partnership (tourism) and the care sector group (led by the Adults Department). The Department is also having regular discussions with the Farmers' Unions and is in contact with the main employers in the county.

4.2 *Influencing on behalf of Gwynedd businesses*

The Council is working actively, both individually and jointly with others through the North Wales Economic Ambition Board and the Welsh Local Government Association, in support of Gwynedd businesses' needs and the county's economy more widely.

More recently, the Council has responded to the Welsh Government's consultation on their proposals for supporting the agriculture sector after Brexit; and the Department's officers are proactive members of a number of Welsh Government working groups that discuss what is desired in terms of successor programmes to European funding.

4.3 *Increasing awareness amongst local businesses of the implications of Brexit and the need to act*

The Council is undertaking/has already undertaken a range of activities to raise awareness with local businesses of the implications of Brexit and the need to act. A specific section has been set up on the Council's website (see: [hyperlink](#)) which directs businesses (and residents) to sources of information and advice on the implications of Brexit.

Relevant information is shared and promoted through the Council's business support social media (twitter.com/busnesgwynedd) and through the newsletters of the Gwynedd Business Network. The Council has also been/will be releasing press statements regularly, encouraging the county's businesses to undertake practical steps to prepare for Brexit.

4.4 *Promoting and providing support for businesses to adapt in light of Brexit*

The Council actively promotes any support available that could help Gwynedd businesses to adapt following Brexit, in order to ensure that as many as possible take advantage of the support that is available.

The Business Wales Brexit Portal provides the latest information and advice to businesses on a range of matters associated with Brexit (see: [hyperlink](#)). The site includes a diagnostic tool to assist businesses to identify how well they have prepared for Brexit and suggests steps they should take to increase their resilience, and it also refers them to additional sources of support.

The Welsh Government has recently launched a Brexit Resilience Fund worth £6 million which is available to businesses in Wales, to help them to adapt to the changes in the post-Brexit Welsh economy (see: [hyperlink](#)). The £6m includes £5 million worth of loans through the Development Bank of Wales to support businesses that wish to invest to cope with Brexit. A capital grant fund of £1 million, which is administered by Business Wales, will be available in conjunction with the Development Bank loan.

The Council now also has a financial support package in place that can support businesses to target new markets and create employment. The 'Support for Enterprise' package (see: [hyperlink](#)) can provide practical or financial support to help businesses to overcome the barriers that prevent them from growing and creating work.

The Employability Programme by the Economy and Community Department has revised its activity to support Gwynedd businesses to respond to Brexit. By working with employers in key sectors such as tourism, the Programme is supporting unemployed local residents to secure the skills required by local businesses.

5. The Council's Response to the long-term impact of Brexit

- 5.1 The long-term impact of Brexit is less certain; however, there is consensus amongst economists that the economy will grow at a slower rate in the coming years as a result (Grant Thornton estimate that a 'soft' Brexit will lead to a 1.1% decrease in the Gross Value Added of the Gwynedd economy, with a 'hard' Brexit leading to a 2% decrease).
- 5.2 The threat of Brexit has led the Council to continue with and intensify our efforts to support the local economy by supporting major sectors within the economy to innovate and increase the value of the employment that they offer and create the right conditions to help businesses in fields that offer well-paying jobs to establish and grow in Gwynedd.
- 5.3 To this end, the Economy and Community Department has recently re-arranged its structures and has added business support to its economic development programmes (which also include rural development, higher value jobs and employability), and has established an individual team in response to establishing the Regeneration Board.
- 5.4 The Council also continues to be an active partner within the North Wales Economic Ambition Board. Implementing the Board's programmes to achieve inclusive growth to develop the economy will also be of key importance in supporting businesses to overcome the long-term effects of leaving the single market.

6. Next Steps

- 6.1 The Council will continue to work with the private sector in order to have a better understanding of the implications of Brexit. It is assumed that the situation will be clearer by 31 January 2020 which will enable local businesses to plan for the future.
- 6.2 The Council will also continue to work with other local authorities through the Welsh Local Government Association and the North Wales Economic Ambition Board in order to continue with the task of supporting our businesses to the future.

REPORT TO THE EDUCATION AND ECONOMY SCRUTINY COMMITTEE

Committee:	Education and Economy Scrutiny Committee
Date:	21 November 2019
Title:	The Education Department and the Economy and Communities Department's savings proposals to meet their share of the potential £2m budget gap for 2020/21, as well as offering alternative schemes to address the lack of current savings schemes for the Education Department.
Purpose:	Scrutinise the proposals of the Education Department and the Economy and Communities Department to find the amount of savings and consider what those, or the alternative options, would mean.
Contact Officer:	Head of Education Department – Garem Jackson Head of Economy and Community – Sioned E Williams
Cabinet Member:	Education Department – Cemlyn Williams Economy and Community Department - Gareth Thomas

1. Introduction / Background

Over the past 12 years, the grant we receive from the Welsh Government has not been sufficient to meet inflation, which has led to a financial situation where the Council has had to make significant savings.

It is not possible at this time to give assurances on the financial position of 2020/21, as it is premature to confirm the pay agreement, financial settlement, the level of grant for 2020/21, as well as a number of other factors. However, we considered how we are going to cope with the situation, and the possibility that our settlement might not be adequate.

A report on coping with the 2020/21 financial position was presented to Cabinet on 23/7/19, which stated that the Council needed to plan on the basis of a financial gap with a range of between £2m and £7m. It was decided to plan on the basis that a £2m gap (the most optimistic situation) needed to be met by asking departments to find their share to address that amount, which corresponds to the resource deficit the Council is likely to face due to inflation.

If the gap faced by the Council exceeds £2m, the intention is to use balances and/or set a higher increase on Council Tax to give us time to find a permanent solution.

2. Proportion to be found by Departments

The Council's accountants have apportioned the £2 million between departments, on the basis of a standard share of 0.78% of gross budgets, having adjusted for grants, etc. Departments were informed of their share of the sum to be found in July 2019, with the relevant amount for the Education Department being £728,080 (Education Department £120,030 and Schools £608,050) and the Economy and Communities Department being £66,910.

Departments can identify part of the savings by not adding inflation in full or in part to some of the budgets that can be managed and reduced, such as travel costs, office supplies, etc. In addition, it is permissible to identify a new stream of income as a source, but it is not possible to raise the level of fees and charges to find the savings.

3. Departmental Proposals

See **Appendix 1** which contains the departmental proposals to meet the required amount, together with the implications of using the source as savings on the Department.

4. Alternative Schemes

The Education Department has two historical saving schemes that have previously been approved where the Department now recognises that the savings cannot be realised. Details of the relevant historical schemes, together with an alternative scheme suggested by the Department to replace the historical schemes, can be found in **Appendix 2**.

5. Recommendations

Ask Members to:

- Approve departmental proposals to meet their share of relevant savings
- Approve the recommended alternative scheme by the Education Department to replace two of their historic schemes where the savings cannot be realised.

Appendices

Appendix 1 – Education Department and Schools Savings Proposals List

– Economy and Community Department's Savings Proposals List

Appendix 2 – Education Department's Historical Schemes to be replaced by an Alternative Scheme

Education Department and Schools Savings Proposals List

Amount £	Budget Heading and Proposals	Impact on Residents
Schools		
£31,620	Allowance per head - not to add inflation fully	A relatively small reduction in the educational resources available to pupils, and thus a need for the schools to be more efficient in their use of resources.
£112,530	'Integration - Individual Development Plan (IDP)/Statements' - following the forewarning given to Schools along with their three year financial projections in November 2018, the heading 'Integration - Other' was deleted from schools' financial distribution for 2019/20. The reason for deleting the heading was to finance the continued overspend seen recently in the field of 'Integration - Individual Development Plan (IDP)/Statements'. With the latest statistics suggesting that the IDP/Statements overspend is less than expected, it would be possible to transfer the free part of the budget to contribute to the schools' savings target.	The schools have already had to cope with losing this sum from their allocation for 2019/20. The impact of this was a reduction in the budget the school usually received for supporting pupils with additional learning needs, who are not the subject of an IDP/Statement. This means less support for the pupils at a School Action and School Action Plus level (i.e. the provision a School arranges for its pupils).
£463,900	Allocation Formula - the remainder of schools' savings target is to be funded by increasing the 'Pupil Teacher Ratio' in the allocation formula. The sum was split based on primary school pupils aged 3-10 and secondary school pupils aged 11-15 in accordance with the weighting given to the age of pupils in the allocation formula.	This action will lead to a reduction in the number of teachers and/or a reduction in the number of ancillary staff, and this could have an impact on educational standards.
£608,050	Sub-Total	

APPENDIX 1

Education Department		
£17,630	Various - not to add inflation fully on non-staff resources.	No impact on residents based on the fact that officers will cope with the saving by being more efficient in their use of resources.
£55,900	A reduction in the annual contract cost of the WJEC - the cost reduction has already been achieved by a combination of joint efforts between WJEC, the Welsh Local Government Association and the Association of Directors of Education in Wales to identify financial efficiency savings.	No impact on residents.
£46,500	Reduce the development fund - the Education Department has a (relatively small) development fund, worth £89,710 prior to the implementation of this saving. The fund allows the Department to invest in one-off priorities in a timely manner outside of the Council Plan. Following an assessment of the Education Department's budget and a prioritisation exercise, the consensus is that it would be possible to reduce the development fund. However, it is emphasised that this will not be the option we turn to, should there be a need to identify further savings in the future.	Reduces the Education Department's ability to fund some priorities outside the Council Plan, which could lead to a relatively small impact on residents.
£120,030	Sub-Total	
£728,080	Total	

Economy and Community Department's Savings Proposals List

Amount £	Budget Heading and Proposals	Impact on Residents
£17,530	Not add inflation fully or partly on headings that can be managed - supplies and services headings mainly	Marginal savings on the headings that can be managed - these savings are not expected to have an effect on citizens
£8,290	Not add inflation fully or partly on budgets that contribute to renewal funds. Maritime and Leisure Funds specifically	Involves a reduction in the investment to renew equipment in future that could impact on the quality of service and on income targets
£1,920	Not add inflation on the Grants to the Arts heading	Involves a reduction in the grant we are able to distribute to partners to promote the arts in the future
£12,820	Delete the Leisure Service's reserve budget. With the transfer of the management of the leisure service to Cwmni Byw'n Iach on 1/4/19, a budget was set up for unexpected expenditure outside the Department's control. For example, this year urgent maintenance work was carried out at Glaslyn Centre as a result of a leaking water-pipe which has resulted in a higher than expected cost on the "water purchase" budget	No direct impact on residents but this proposal means that the Department has no source to finance unexpected issues out of our control and will therefore result in overspend
£2,650	Archives Service Savings - by using digital methods to reproduce photographs and promote events	Efficiency savings therefore no effect on Gwynedd residents

APPENDIX 1

£7,200	Savings by deleting the Libraries Service Digital Co-ordinator post. This is a vacant post and as a result of the Ffordd Gwynedd review the service has reconsidered its priorities and is proposing to delete part of the post as a cut with no direct effect on the digital provision field	Efficiency savings therefore no effect on Gwynedd residents
£1,000	Savings on the "Community Arts" budget	Reduction in the arts activities arranged for Gwynedd residents. These are activities which specifically target health, welfare and learning needs
£4,000	Savings at Parc Padarn due to restructuring staffing arrangements undertaken following the efficiency savings target and the early retirement of the Park Manager back in 2014/15	Efficiency savings therefore no effect on Gwynedd residents
£500	Department Management Savings - stop purchasing daily newspapers	Efficiency savings therefore no effect on Gwynedd residents
£2,000	Maritime Service Crown Estate lease savings. The Council has entered into a "composite lease" contract with the Crown Estate for the Gwynedd coast. Discussions have started to adapt the Hafan lease to be based on current turnover rather than historical turnover. The current contract commits the Council to expenditure of £144,990 at Hafan, Pwllheli. The current budget is £153,200 but as yet there is no information regarding what will be owed in the future. However, it is anticipated that there is sufficient scope to provide £2,000 as savings	Efficiency savings therefore no effect on Gwynedd residents

APPENDIX 1

£6,000	Reduce expenditure on several business support team headings including office, marketing, networking, subscription costs, etc	The cut will reduce the Service's capacity to engage with businesses by reducing the number of marketing and networking campaigns
£3,000	Reduce the expenditure on several headings within the Tourism, Marketing and Events Service mainly specific budgets for marketing and external events.	There will be a reduction in the support available for local businesses with fewer marketing campaigns and sessions to engage with the sector
£66,910	Total	

Education Department's Historical Schemes to be replaced by an Alternative Scheme

Historical Schemes that will not realise savings

Amount £	Savings Schemes	Difficulties in realising
Education Department and Schools		
£100,000	Reduce the time and/or charge a fee for the care element within the Free Breakfast scheme in primary schools - fee of £0.80 per day.	<p>The scheme was originally based on an estimate that this would attract income fees of £190,000 from parents, with an increase of £90,000 in expenditure, mainly due to the costs associated with moving over to an online payments system for parents/guardians (with the system also allowing online payments for school meals and a number of other financial transactions between parents/guardians and the school) Changing to an online payment system has facilitated school payment arrangements for parents/guardians.</p> <p>The estimate was based on the belief that the scheme would attract income worth £190,000, following a research with parents suggesting that the demand for care (which was already established under the Free Breakfast scheme) would reduce by 45% in raising a fee of £0.80. In reality, the demand has reduced by nearer to 62%.</p>
£10,000	Increase the fee for the preschool care club from £0.80 to £1.00 per day. A net saving of £43,000 was estimated.	Consideration has not been given to the unexpected drop in demand noted above.
£110,000	Total	

Alternative Scheme to replace Historical Schemes

Amount £	Budget Heading and Proposals	Impact on Residents
Education Department and Schools		
£110,000	Use of the 'Integration - IDP/Statements' reserve budget - established in the 2019/20 budget by deleting the 'Integration - Other' heading from the schools' allocation formula (see Appendix 1 for a full explanation).	<p>The schools have already had to cope with losing this sum from their allocation for 2019/20. The impact of this was a reduction in the budget the school usually received for supporting pupils with additional learning needs, who are not the subject of an IDP/Statement. This means less support for the pupils at a School Action and School Action Plus level (i.e. the provision a school arranges for its pupils).</p> <p>It is intended to continue to review the care provision and the wider 'Free Breakfast' scheme, including forewarning schools of the intention to withdraw the provision where the cost per pupil is high due to unreasonably low take-up. Should this lead to savings it would be possible to consider re-investment in the additional learning needs field if financial circumstances allow.</p>
£110,000	Total	

Agenda Item 8

Meeting:	Education & Economy Scrutiny Committee
Date:	21 November 2019
Title:	Outline of the Gwynedd TRAC project
Author:	Ellen Rowlands – TRAC project manager Additional learning needs and Inclusion Service. Education Department
Member:	Councillor Cemlyn Rees Williams Cabinet Member for Education

1. Introduction

- 1.1. This report is presented at the request of the Scrutiny Committee to outline the TRAC project, which provides additional support to maintain vulnerable pupils within schools and/or to reengage with their education.

2. Project outline

- 2.1. TRAC is a project delivered across all six North Wales counties. The project aims to prevent vulnerable children and young people from disengaging with their education and as a result reduce the probability that they will become inactive and unemployed in the future.
- 2.2. TRAC is an EU funded project with a total value across the region of £39.6M. The project commenced in September 2015 and will come to an end on 31 July 2022.
- 2.3. Denbighshire County Council is co-ordinating the project across the region and in Gwynedd the Additional Learning Needs and Inclusion Service within the Education Department lead the project. The total value of the project in Gwynedd is £4.6M (with £3.3M of European funds with the Council providing officer time to the value of £1.3M as match funding). We aim to support at least 1,340 children and young people by the time the project ends.

3. The provision

- 3.1. The project in Gwynedd employs 15 additional members of staff in the Education Department and works with children and young people of between 11 and 16 years of age (Year 6 to Year 11). To date we have supported 699 pupils in Gwynedd's schools.
- 3.2. TRAC provides a range of varied interventions which supports *but do not duplicate* provision within mainstream education, concentrating on raising the aspirations of the children and young people's referred to the project and supporting their reengagement with their education.
- 3.3. The support that offered through TRAC is tailored to the individual needs of the pupil and can include:
 - Counselling (therapeutic work)
 - Wellbeing / family support
 - One to one mentoring (support to raise motivation, self-esteem, personal health, etc.)
 - Careers support, tailored work placements, employer visits

- Support with attendance
 - Work on raising attainment
 - Support for pupils who receive their education outside the mainstream (e.g. pupils on Pecyn 25, or on the Home Education Register because of illness, etc.)
 - Support for the provision that pupils receive from other services (such as the Children's Department, Child and Young People Mental Health Service, etc.)
 - Intense support over a specific period for identified vulnerable Year 6 pupils to ensure a successful transition to secondary education.
- 3.4. In addition to the support that is directly provided by the TRAC team, the project has a budget of £450,000 to procure additional provision which including vocational courses and accreditations. Examples of provision that has been commissioned to date includes:
- Vocational Training Courses in fields such as catering, child care, the construction industry and first aid,
 - BTEC Level 1 and 2 qualifications,
 - Outdoor education courses such as NICAS, Duke of Edinburgh Award/Forest Schools, etc.,
 - Wellbeing support, anger management, etc.,
 - Music courses,
 - Courses in personal health and substance misuse awareness

4. The approach

- 4.1. Working in partnership is imperative to the delivery of intervention and success of TRAC. The project brings together the Education Department, Schools and a range of partners within Children's Services, Careers Wales, Young People's Mental Health Services and others to ensure the best possible outcome for the children and young people it supports.
- 4.2. The core principles of TRAC in its work include:
- Being creative in its provision thinking outside the box about how we may overcome the barriers that the pupils are facing to their engagement with education;
 - Designing provision that is bespoke to the individual and is young person centred;
 - The ability to develop and build an effective relationship with the pupil;
 - Being consistent, transparent and patience, as frequently the children and young people that we work with are facing a multitude of complex issues in their lives, which influences their ability to succeed.
- 4.3. A tool has been created to help identify pupils who would benefit from working with the TRAC project. The tool uses a number of key indicators, such as attendance, attainment, behaviour issues in school etc. to identify the individuals who would benefit from support as early as possible.
- 4.4. Having identified a pupil and received confirmation from the school and guardian that the individual would benefit from TRAC's intervention, an individual support package tailored to meet their needs and agreed with relevant partners, in order to work together to make substantive change to the individual.

- 4.5. On commencing work with the pupil, a TRAC key worker is allocated, who has responsibility for coordinating the provision that they will receive and working towards the best outcome possible. The impact that the TRAC intervention is having is monitored and reviewed regularly throughout the period that the individual is with the project and the support is adapted as required.
- 4.6. Once their time with TRAC is complete, an exit strategy will be prepared to ensure that the individual continues on a prosperous path, or to identify if additional support is required by another service or agency

5. Outcomes

5.1. The impact of the work TRAC undertakes can be measures in a number of ways:

- Increase in attendance and motivation (minimum of 10% increase in attendance within a term)
- Completion of a Level 1 or 2 course through TRAC to support their chosen post 16 path
- That the pupil is able to achieve their predicted grades within Key Stage 3 and 4
- Reduction in number of 'incidents' (e.g. truancy) from the commencement date of intervention until the end of the academic year
- Reduction in the number of exclusions within an academic year
- Increase in the soft skills of the pupil e.g. enhanced self-confidence (this is evidenced in a 'star outcome' tool that is used)
- The individual in year 11 moving on to further education, traineeship or employment

5.2. At the close of July 2022 the TRAC project in Gwynedd will

- Have supported 1,200 young people identified at risk of becoming 'Not in Education, Employment or Training' through disengagement
- 80% of the young people aged 16 supported will move onto Further Education or a traineeship
- 561 of the young people will exit the project with a reduced risk of becoming 'Not in Education, Employment or Training'
- 336 young people acquiring a Level 1 (equivalent to a GSCE A –E grade) or a Level 2 (equivalent to GSCE A* -C grade) qualification
- 140 of Year 6 pupils supported in their transition period

5.3. To date 699 pupils have received TRAC support in Gwynedd. With a range of positive outcomes from progressing to work or traineeship, increases in attendance and behaviour and support to young people whom have profound mental health issues.

- 439 have exited the project
- 215 are identified at being at a reduced risk of becoming NEET
- 75 have acquired a Level 1 or 2 accreditation
- 10 have secured employment or traineeship
- 99 Year 11 have successfully moved on to Further Education with no issues arising in college
- Unfortunately there are 42 who have a NEET status

- 5.4. Beyond the figures, the actual impact that TRAC is accomplishing in the lives of the children and young people that it supports is what matters. On a regular basis, we gather evidence of the results of our work in the form of case studies and a selection are attached as Appendix 1, here the actual benefit of the project to the people of Gwynedd is illustrated.
- 5.5. The impact on the individual is obvious. On a broader scale, we believe that TRAC benefits the community by reducing the number of young people who are unemployed, raising the aspirations of young people, reducing anti-social behaviour and ensuring the public resources consumed by a small number of individuals is reduced (thus increasing the resources available to all the pupils within schools in Gwynedd)
- 5.6. We aim to ensure our work benefits the individual through their life and leads to a reduction in their needs and the demand for services today and tomorrow. In the long term, a reduction in the risk that the next generation will have such profound needs should also be seen.
6. Priorities and challenges
- 6.1. TRAC receives broad support and is considered a means of early intervention to improve the life opportunities of the young people who have been identified as at risk of becoming dis engaged. The individuals and families benefit directly from the project, but there is also benefit for the through improved behaviour and results.
- 6.2. In this academic year the priorities for TRAC will be:
- establishing the Year 6 support;
 - enriching our alternative provision;
 - to begin planning for the project's exit strategy / succession
- 6.3. In the medium term, by 2022, TRAC will have been operational for a period of six years. Already we are seeing a dependency on the support that TRAC offers within schools, the provision that deliver to the pupils whom are receiving their education outside of main stream and other services within the Council. In a climate of uncertainty regarding the future of funding for similar work as a result of Brexit, there is a need to start planning as soon as possible and with care what support will be in place as the project comes to its end.
- 6.4. A Wales wide evaluation of the TRAC project is being undertaken, but it will not be able to assess and evaluate the true impact of the TRAC's provision locally and what the impact of the project coming to an end will be. In response, we aim to commission local research to evaluate if the provision offers value for money to the public purse in the short, medium and long term This work will provide the basis for the Council and its partners to plan, post 2022.



Cronfa Gymdeithasol Ewrop
European Social Fund



Llywodraeth Cymru
Welsh Government



TRAC 11-24 CASE STUDY

Following a referral by social services, a TRAC key worker was allocated for N at the beginning of the New Year. N had recently been placed in a new foster home following a period of placements, which had broken down. Within this period, N had not been attending school and suffered from issues with regard to mental health. Following a mapping meeting, everyone agreed of their responsibility to ensure that the placement was successful, and that N re engaged with education. Considering N was a year 10 pupil, in an unfamiliar area, and no peer group, there was concern on her ability to attend school



TRAC Intervention

- Key worker developing a relationship with N through visiting the home
- Together mapping out the path that N would like to follow, and identifying crucial points within the time line
- TRAC worker visiting the school to discuss N's needs and situation.
- Visiting the school out of usual school hours to meet staff members whom will be supporting
- Identify a peer group and 1 member of school key staff
- Commencing on visiting the school on specific times and supporting in an allocated room within the school
- Slowly introduce peers
- Identify lessons to attend with the TRAC worker supporting
- Arrange a Taxi to take to and from school on specific times
- Arrange for work to be taken home in order to prepare for a full time table in the new academic year.
- Weekly mentoring and continue to advocate



On the commencement of the new academic year, the placement continues to be stable along with N more or less following a full time, timetable. Settled well and made f friends

Through TRAC a college course has been arranged with weekly sessions (The TRAC worker supported in the early days)

Commencing on a new chapter within an important school year with a more positive outlook Clearly TRAC intervention has contributed to this , through the intense intervention that was put in place (and is acknowledged)with a question mark on where in the Journey N would be if this had not been in place.,

"Things are going well for me at the moment but I have a way to go to reach

Page 34



@TRAC1124



TRAC 11-24



Cronfa Gymdeithasol Ewrop
European Social Fund



Llywodraeth Cymru
Welsh Government



TRAC 11-24 Astudiaeth Achos

Disgybl yn cael ei gyfeirio am ymyrraeth TRAC yn dilyn ei wahardd o addysg prif-lif a chofrestriad ar a chofrestr EOTAS Y Sir ac yn derbyn ei addysg drwy Becyn 25.

Pupil referred for TRAC intervention following being excluded from main stream education and being placed on the Counties EOTAS register and receiving education through Pecyn 25



Fel rhan o gynnyg TRAC i ddisgyblion Pecyn 25, cynigwyd yr elfen Gyrfaoedd gyda'r nod o gael lleoliad profiad gwaith oedd o ddiddordeb ac yn elwa'r unigolyn ôl 16 o ran gwrs coleg neu gyfle hyfforddiant mewn gwaith.. Yn dilyn trafodaethau cynnar . Roedd cynnyg ar gael gyda chwmni rheilffordd Tâl y llyn a rhoddwyd rhaglen waith mewn lle i'w baratoi drwy sesiynau ar

Roedd gefnogaeth yn parhau o ran y lleoliad drwy ymweliadau cyson ac adnabod os angen ymyrraethau/cefnogaeth bellach.

As part of the TRAC offer to Pecyn 25 pupils, Careers support was offered with the aim of securing a work placement that was of interest in the long term and would aid the post 16 process of a college placement or traineeship. Following initial discussions, a placement was secured through Tâl y llyn railway and work was done to prepare him for the placement with sessions on subjects such as expectations of the employer/Rules of the workplace/communication and social skills/behaviour etc.

Support continued concerning the placement through regular communications and visits.



<https://www.talyllyn.co.uk/news/talyllyns-first-apprentice>



@TRAC1124



TRAC 11-24

Agenda Item 9

Committee	Education and Economy
Title of the Report	Update on the Gwynedd and Anglesey Additional Learning Needs and Inclusion Service
Date of Meeting	21/11/2019
Relevant Officer	Ffion Edwards Ellis ALN and Inclusion Senior Manager
Relevant Cabinet Member	Councillor Cemlyn Rees Williams

1. Background

- 1.1 The Gwynedd and Anglesey ALN & I Service was formed following a Strategic Review (Phase 1). It has been 2 years since the joint service was formed in September 2017.
- 1.2 The ALN and CH Service consists of sub teams responsible for specific areas - see Appendix 1 for the Service Structure.
- 1.3 This report has been produced following a request for an update on the development of the team, and the legislative changes.
- 1.4 Phase 2 of the Strategic Review continues to target specific streams of work in preparation for new Learning Needs Legislation. The Act and the Code were due to come into effect in September 2020; however, following a period of consultation on the Code the Government has announced a delay in bringing the law into effect. The Legislation will now come into effect in September 2021, with the statutory roles needing to be in place in January 2021 (see Appendix 2)

2. Purpose of the ALN and Inclusion Service

- 2.1 The purpose of the ALN & I Service is to promote the achievement and wellbeing of the children and young people of Gwynedd and Anglesey.
- 2.2 The Service does this by supporting Primary and Secondary Schools to put in place the appropriate input and intervention for the children and young people who need different forms of support to access education. The input and intervention offered depends on the level and type of need of the young person.
- 2.3 Service measures provide measures against this purpose. 'TOMS' (Therapy Outcome Measures) has been used, and continues to be developed, across teams. This allows us to look at the progress of the whole child. There are other measures employed, e.g. Boxall profile, standardized literacy and numeracy assessments, which are specific to specific teams.

3. DELYTH GRAY'S (ESTYN) VISIT 15.10.19

3.1 On the 15.10.19, Delyth Gray (Estyn) visited the Service. During the visit there was an opportunity to interview managers and team leaders to scrutinize the quality and operational processes of the service. The findings shared are as follows:

3.2 Strengths:

- 3.2.1 Both counties succeeded in creating a service, which looked extremely challenging to deliver two years ago. The two counties work together, and the service is embedded, schools are aware of the requirements with the right people in the right places within the structure, and work together as one team.
- 3.2.2 One Team, One Vision, One Service.
- 3.2.3 All staff show awareness of their role, and how the role fits into the overall service.
- 3.2.4 Everyone is passionate about their work - and understands their role.
- 3.2.5 Accountability is clear.
- 3.2.6 Organization and processes for the area forums / panels and Project and Management Boards sensible in terms of geographical areas. Common sense is applied to arrangement of the order / schedule of meetings.
- 3.2.7 Staff set high expectations of themselves and schools - turning the question to Schools, and asking what have you done already? Both counties have invested heavily in Training / guidance and good practice for Schools, and this strengthens the ability to increase expectations on schools.
- 3.2.8 Quality Officers - a clear strength within the role of this Service. They have been successful in getting schools to work with them on the quality agenda. The Quality Officers monitor each other's work and challenge each other - this ensures quality within the team. Schools understand the role.
- 3.2.9 Better understanding by schools of their expectations and accountability - a key achievement in all of this.
- 3.2.10 Members of staff do not refer to their area (Gwynedd or Anglesey) - conveying that they serve the wider area as one team.
- 3.2.11 The Llechen Lan provision appears to be a strength. The offer is there to visit in the future if we find this useful. Referrals to Llechen LAN is low, and shows the impact of the Early Intervention Service.
- 3.2.12 It is positive that schools are making more Managed Moves, and praise was given in terms of form / processes / panel - clear processes around this. The role of the Inclusion Welfare Officer is challenging, but a strength and capacity needs to be considered.

3.3 Challenges

- 3.3.1 Priority for attention - Year 9 and Key Stage 4 Inclusion. This work is already in process.
- 3.3.2 To consider expanding the use of the views of wider stakeholders, parents and children and young people.

4. Summary of Successes Identified within the 2018-2019 Business Plans

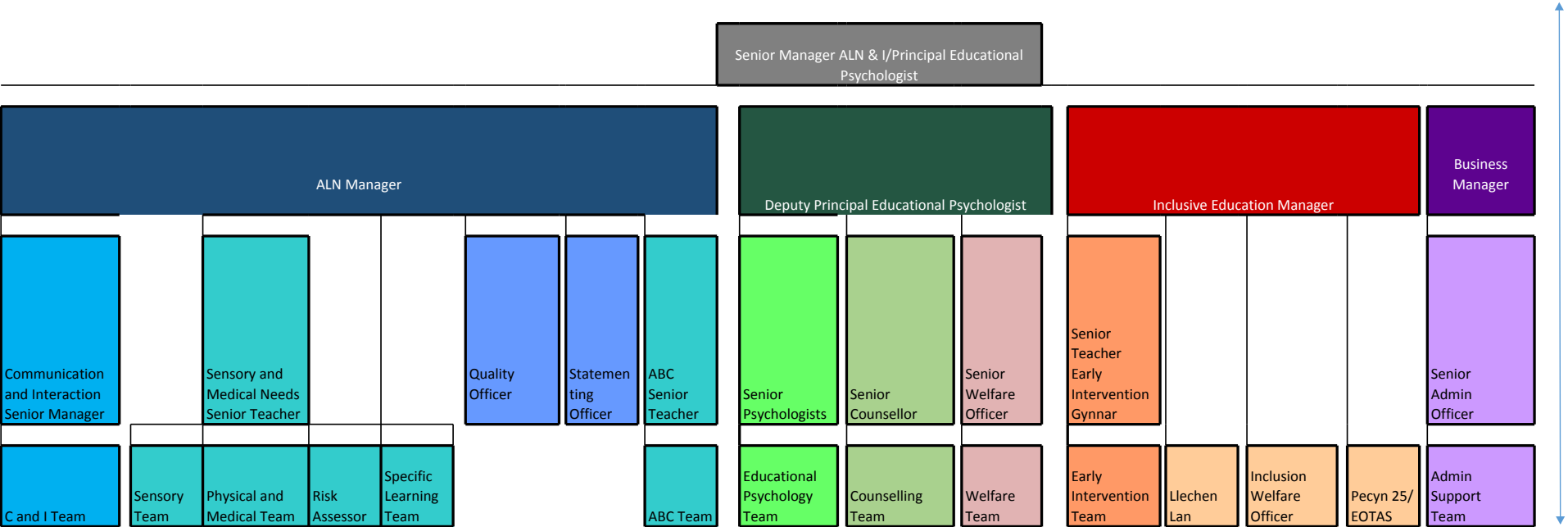
Quality and Support Services	<p>ALN provision and support monitoring process have been successfully piloted to assist Moderation Panel decisions (i.e. a Panel that makes a decision to continue or modify individual support). This process is being extended this year, to ensure the correct distribution of resources.</p> <p>The Electronic Individual Development Plan system now available to all schools. The system enables joint authoring between school, parent and other agencies.</p> <p>Parents and Schools Website: Parents Website is already live. The Schools website, which contains Resources, will be available from December (www.adyach.cymru)</p> <p>Forum and Panel referral numbers stabilized and show awareness of Criteria.</p> <p>Quality indicator monitoring process ('RAG') continues to show valuable information regarding schools that require further input for ALN and CH provision. This ties in with the countywide quality monitoring process.</p>
Educational Psychology	<p>Action taken to address current and future recruitment difficulties, through the appointment of Assistant Educational Psychologists.</p> <p>Research projects are taking place as part of core teamwork.</p> <p>National Nurturing Schools Program - all secondary schools participating in the 3 year plan with a Deputy Principal Psychologist leading.</p> <p>Therapy Outcome Measures shows a positive impact on last year's cases with 82.4% of cases showing a satisfactory to very good progress.</p>
Additional Learning Needs	<p>Specific Learning Needs: The number of individual children's referrals decreases, but requests for training increase. This is a sign of strengthening the level of School provision.</p> <p>Sensory and Medical Needs: Service access measures used consistently, assistant training plan working effectively.</p> <p>Communication and Interaction: All catchment areas have received Communication Friendly Primary Schools training, additional interventions are offered (e.g. Yotism that is Yoga for individuals on the Autistic Spectrum), the flow between service interventions (e.g. Centres, Outreach Assistant, and Advisory input) is smooth, Working closely with the Inclusion Team in MAPA training. The service's TOMS information shows good or very good progress with 92% of cases.</p>

	ABC: Nursery ALN service has now been restructured, and is part of the ALN and CH Service.
Inclusion (Early Intervention/Llechen Lan/Pecyn 25)	<p>Access Forums and Inclusion Panel are well established and robust. Emphasis on supporting schools to demonstrate its initial implementation.</p> <p>MAPA (Management of Actual or Potential Aggression) training continues to be offered to any school that needs it to complement classroom input. GWE visits have identified good practice within the Llechen Lan provision. All 16 pupils who have received Slate Lan input have successfully transferred back to their mainstream school, with transition support from the service.</p> <p>Inclusion Liaison Meeting, which enables multi-agency discussion of difficult cases formed (Membership including Children's Services, CAMHS, Youth Justice).</p>
Counselling	<p>Targeting Waiting lists continue to be implemented, and is having an impact.</p> <p>Welsh Government Well-being Grant to March 2019, for counselors to be used to extend team work, reduce waiting list, and enable different models of action to be explored</p>
Education Welfare	Staffing challenges continue, but have triggered discussions on the team allocation formula across the two counties, which will take effect in January. This will have a positive impact on the team's workload. Attendance remains very satisfactory and amongst the highest in Wales.

4. ACTION PRIORITIES 2019-2020

The following is a summary of the priorities for action identified within existing Business Plans:

- 4.1 Continue the Phase 2 work in preparation for the new Legislation. This will include looking at the legal side of the Legislation, and the training needs around it. Also looking at the financial methods around meeting the requirements.
- 4.2 Extend the quality monitoring process within the Secondary
- 4.3 Pilot Secondary Friendly Communication Schools training
- 4.4 Joint work between the Educational Psychology Service and the Specific Learning Needs Team to create School accreditation around the SpLD Self-Assessment document (literacy and numeracy difficulties).
- 4.5 Continue to support and extend the Secondary and Primary Encouraged Schools scheme.
- 4.6 Further extend and develop the use of TOMS.
- 4.7 Continue work on looking at inclusion provision in Years 9, 10 and 11.



Further Information: www.adyach.cymru



Matter	For information/ Update	Further Action?
ALN Legislation	<p>On 17 September the Education Minister announced changes to how and when the Additional Learning Needs (ALN) system will be implemented. The statutory roles created by the ALN Act are to commence in January 2021, and the new ALN system will commence from September 2021 onwards (not September 2020). The ALN Code and regulations will now be approved in 2020. This additional time will provide an opportunity to consider further the potential improvements to the Code in light of the extensive feedback during the consultation period.</p> <ul style="list-style-type: none"> • Regional Transformation Programme – setting direction for implementation of new legislation. • ALN Transition Champions/Cluster Leads (ALNTC) currently implementing ALN Transition Cluster Action Plans for 2019-2020 and continue to attend ALN cluster meetings to receive updates on ALN transition to cascade within their cluster • Clusters have had the opportunity to claim funding for any implementation between April 2019 and the end of September 2019 • Area meetings have been held to share the latest information on transforming ALN with the ALN leaders / co-ordinators within their cluster of schools. • Health Board formed ALN strategic board - Gwynedd/Anglesey representative attending. • Gwynedd and Anglesey lead regionally on the following: <ul style="list-style-type: none"> ○ Educational Psychology Services - met over the summer to explore concerns identified in response to the Draft ALN Code, including the need for significant input of educational psychologists especially during the implementation phase of the new Act ○ Additional Learning Provision (ALP) - meetings with specialist teachers, Educational Psychologists and Quality Officers to bring together the provision map cluster work and produce an Authority provision map <p>Gwynedd and Anglesey ALN Transformation Fund Grant for 2019-20 focusing on Early Years - project 1.</p> <ol style="list-style-type: none"> 1. Scoping the role of the Early Years ALN & Childcare Co-ordinator. Meetings with settings and stakeholders held to gather information on ALN & AL procedures, provision and submit the Draft ALN Code. Early 	<ul style="list-style-type: none"> • Cluster Lead meetings on 12 November - postponed • Need to ensure local support for the Advocates and regular meetings to ensure we are aware of their individual plans within their clusters. • Need to consider changes to work programme as a result of change to national implementation timetable • Need to plan and prepare for the statutory process of submitting the UDP from 2021 onwards. Two systems running between 2020-2023. Who will be responsible for this? • Need to consider the response on the Consultation on the draft ALN Code (Welsh Government reports summarizing feedback). There were 644 responses as well as feedback from the regional stakeholder events and the children, young people and parent engagement events. • Meetings between Education and other Departments within the Council are planned • It is intended that the region's Educational Psychologists will meet to discuss IDP criteria / boundaries, to ensure consistency across the region <ul style="list-style-type: none"> • 1. Early Years ALN & Childcare Co-ordinator work programme (gweler Early Years below):

	<p>Years Audit undertaken and results analysed</p> <p>Following plans to introduce the Curriculum for Wales 2022 and ongoing considerations to address pupils' needs Einir Thomas has presented a project brief: Assessing and delivering a holistic curriculum and qualifications appropriate to the needs of pupils in mainstream schools</p> <p>School visits took place during October to see good practice and possible options for development. Initial discussion session scheduled for November 15 - representatives from the school authority and GwE</p>	
Dispute Resolution	<ul style="list-style-type: none"> Dispute Resolution discussions have taken place with the ALN provision 16-25 years sub-group Dispute Resolution sub-group continues to meet Mapping internal processes under the new ALN system in progress 	<ul style="list-style-type: none"> Initial discussions on a regional level to Trafodaethau cynnar ar lefel rhanbarth to consider options for a regional agreement for Disagreement Resolution - and to determine how best to disseminate good dispute resolution practice across our schools.
ALN&I Early Years	<ul style="list-style-type: none"> The Observation and Assessment Early Years (ABC) Service is part of the ALN&I Integrated Service from September 2019 under a new structure. An Early Years ALN Lead Officer bid was submitted in October to increase the Department's capacity to fulfill entirely new duties at pre-school age, both strategic and operational. Gwynedd and Anglesey ALN Transformation Fund Grant Project for 2019-20 focusing on Early Years. Work Programme for Early Years and Childcare ALNCo: <ul style="list-style-type: none"> Pathway mapping in the early years - cross-departmental working in Education, Care, Health and Parenting - clear that existing pathways are too complex, clear systems planning needed in early years Role of the Early Years ALN Lead Officer reviewing roles / against new role - strategic focus + operational overview Collaborate at County and Regional level with professionals to develop a provision map for Early Years settings. Presented to the Gwynedd Quality Group on 9 October Providing training sessions to Gwynedd and Anglesey early years settings - manager / leader / Person with ALN responsibility to attend Session 1 (Introduction) Key principles of the ALN Act and the ALN Code, and the 'One-page Profile' document Session 2: (Workshop) Early Years Provision Map and Universal Meetings to plan on giving to Early Years settings to the IDP online Support settings with ALN issues. Identify patterns / concerns to improve arrangements 	<ul style="list-style-type: none"> New ABC structure in place from September 2019. Incremental programme / timetable needs to be planned with outreach and school support work Early Years ALN Lead Officer Bid - new model needed for the future. <ul style="list-style-type: none"> the statutory role of the Early Years ALN Lead from January 2021 contributes to the wider objective of improving the identification and early intervention of ALN and ensuring better planning for future provision prevent the development of ALN; establish referral routes raising awareness amongst multi-agency partners; ensure that the early years workforce has the skills, mechanisms and resources to prevent ALN from developing and to support young children with ALN. It is planned to hold an Early Years Sub-Group meeting in January 2020 to update the wider Early Years sector

ALN&I Post-16 Provision	<ul style="list-style-type: none"> • Sub-group meetings continue to meet. • 16 October Meeting discussed: <ul style="list-style-type: none"> - Regional and National Update - by Chris Denham, ALN Transformation Lead (Further Education) - Post 16 Dispute Resolution - Priorities 2019-2020 • Meeting with the College on 13 September to promote Transition discussions and review arrangements with a view to establishing an Authority / College Liaison Group to improve transition arrangements between school and college. The intention is to pilot with the Physical / Medical Sensory Impairment Services in the first instance • An LA officer attended a <i>Further Education Institutes and the Equality Act</i> event on 21 October. 	<ul style="list-style-type: none"> • Concern about the lack of clarity of the post 16 regional ALN Transition officer role - currently vacant • Next sub group meeting scheduled for January 2019 • Further Transition Arrangements meeting scheduled for 7 November
Data/ IT Systems	<ul style="list-style-type: none"> • From September 2019 all schools in Gwynedd and Anglesey moved from a paper based IDP system to using an online IDP system. This followed a successful pilot during 2018-2019 • As part of preparing for this a series of training sessions were held for all Gwynedd and Anglesey schools during July 2019. Approximately 110 Headteachers, ALN Cos and School Administration Staff attended • The IDP Online system now complies with the requirements of the Draft Additional Learning Needs Code for Wales (December 2018) • Information via pdf / excel documents is no longer acceptable for applications to the Authority. • A number of minor changes that facilitate the use of the system have been completed. • Other minor changes (arising from authority and school staff requirements) to be developed. • Number of authority / administrative level pages developed - Panel Decisions and Forums, Quality Officer Summaries. • Number of reports at school and authority level developed. • Presentation given to a representative of the Welsh Government 	<ul style="list-style-type: none"> • Gwyn Jones (Data Unit) leads this project. Developments and modules for 2020 • Target monitoring - following a Pilot of resources and procedures for monitoring and promoting the child's voice • Hours of provision (supersede Provision in ONE) • P25 / Llechan Lân data • User notifications and notification options • Page per team • Contact Records (replace iGwynedd contact records) • Exclusions • A number of other authorities with an interest in the Gwynedd and Anglesey online IDP system - opportunity to market the system. An agreement is being drawn up between the authorities and Cynnal who has been commissioned to develop the system • The intention is to establish a forum to ensure the input of schools and other users in further development • Solve day-to-day difficulties of using the system • Intend to offer further training to users
Transport	<ul style="list-style-type: none"> • The ALN&I Service and the Integrated Transport Unit are following a Ffordd Gwynedd process review of Transport. 	<ul style="list-style-type: none"> • Further work need to promote the use of the new transport form – now part of the IDP Online
Devolved Finance / ALN Formula	<ul style="list-style-type: none"> • Submitted an Integration Finance Expenditure Investigation Overview Report to the ALN&I Management Board on 30 September • This piece of work has looked at four elements that can support the ALN service in better budget management, with elements that have a direct impact on spending. <p>The four elements identified from the investigation were:</p> <ul style="list-style-type: none"> • Data Analysis 	<ul style="list-style-type: none"> • Forming an ALN Finance Working Group with representatives from schools, authority and Finance to discuss possible Options and Recommendations is in progress

	<ul style="list-style-type: none"> • ALN funding • Criteria • Moderation Panels 	
Training Programme	<p>Regionally, the Workforce Development Professional Learning Offer has been developed in partnership between the local authorities and GwE.</p> <p>Within the Gwynedd and Anglesey authorities:</p> <ul style="list-style-type: none"> • Educational Psychologists leading The Training Strategy has been completed, and the teams are creating the Tier 2 (targeted training) training packages to go with this. <p>Discrimination Training: in July 2019 discrimination training took place across North Wales with over 320 attendees. The day focused on building the overall offer, strengthening the (universal) teaching and learning, the first step before the ALN tier. A key message taken from the training is that effective differentiation does not mean three or more different lesson plans for each lesson.</p> <p>Step Back Training replaced the Gwynedd and Anglesey pilot group in October - an opportunity for both authorities to develop this to meet for the needs of Gwynedd and Anglesey schools and - is a whole school approach to support children and young people to become independent learners .</p>	<ul style="list-style-type: none"> • Further work on the delivery of Tier 2 training (targeted training) • Need to raise awareness of the training that will be available through the Transformation Programme <ul style="list-style-type: none"> - Whole School Training - ALNCo Training - Training for other staff e.g. classroom teachers, teaching assistants
Engagement	<ul style="list-style-type: none"> • Service Managers have prepared material for the schools website and over the summer the site has been populated. <ul style="list-style-type: none"> • School website testing currently underway, with a view to launching a schools website before Christmas. The schools website will provide information and a place to share resources through a Resource Library • September 2019 Induction Day for ALN&I Service Service included an update on the ALN legislation and preparations that are part of the ALN Transformation programme 	<ul style="list-style-type: none"> • The schools website is due to launch before Christmas 2019 • Need to confirm the Strategy document in order to increase awareness and understanding of the new service with schools and parents • Awareness raising sessions for early years setting staff taking place November and December 2019 through the Early Years Project
Special Schools	<ul style="list-style-type: none"> • PATH strategic planning work streams ongoing - under the headings Capacity, Pathways, Staff Well-being, Health Liaison. Concern over the lack of clarity of DECLO's role within the Health Board 	<ul style="list-style-type: none"> • Continue work streams. Need to arrange a further meeting before Christmas
Gwynedd and Anglesey Formal Agreement	<ul style="list-style-type: none"> • Agreement has been drawn up by the Legal Department – much delay prior to signed 	<ul style="list-style-type: none"> • An agreement needs to be reached by the 151 Officers with regards to the Central Costs.