

# Public Document Pack

## Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

### Bridgend County Borough Council



Swyddfeydd Dinesig, Stryd yr Angel, Pen-y-bont, CF31 4WB / Civic Offices, Angel Street, Bridgend, CF31 4WB

*Rydym yn croesawu gohebiaeth yn Gymraeg.  
Rhowch wybod i ni os mai Cymraeg yw eich  
dewis iaith.*

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let us know if your language choice is Welsh.*



#### **Cyfarwyddiaeth y Prif Weithredwr / Chief Executive's Directorate**

Deialu uniongyrchol / Direct line /: 01656 643148 /  
643147 / 643694

Gofynnwch am / Ask for: Michael Pitman

Ein cyf / Our ref:

Eich cyf / Your ref:

**Dyddiad/Date:** Friday, 12 October 2018

Dear Councillor,

#### **SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2**

A meeting of the Subject Overview and Scrutiny Committee 2 will be held in the Council Chamber - Civic Offices Angel Street Bridgend CF31 4WB on **Thursday, 18 October 2018 at 10:00.**

#### **AGENDA**

1. Apologies for Absence  
To receive apologies for absence from Members.
2. Declarations of Interest  
To receive declarations of personal and prejudicial interest (if any) from Members/Officers in accordance with the provisions of the Members Code of Conduct adopted by Council from 1 September 2008 (including whipping declarations)
3. Approval of Minutes 3 - 8  
To receive for approval the minutes of a meeting of the Subject Overview and Scrutiny Committee 2 of the 05/09/2018
4. Forward Work Programme Update 9 - 24
5. Additional Learning Needs and Educational Tribunal Act 2018 25 - 72  
Invitees:  
  
Cllr Charles Smith, Cabinet Member for Education and Regeneration  
All Members of Subject Overview and Scrutiny Committee 1  
Lindsay Harvey, Corporate Director - Education and Family Support  
Nicola Echanis, Head of Education and Early Help  
Michelle Hatcher, Group Manager Inclusion and School Improvement  
John Fabes, Specialist Officer Post 16 Education & Training  
Elizabeth Jones, Additional Learning Needs Transformation, Central South Consortium  
Denise Inger, Chief Executive Director SNAP Cymru
6. Urgent Items  
To consider any item(s) of business in respect of which notice has been given in accordance with Part 4 (paragraph 4) of the Council Procedure Rules and which the person presiding at the meeting is of the opinion should by reason of special circumstances be

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transacted at the meeting as a matter of urgency.

Yours faithfully

**K Watson**

Pennaeth Gwasanaethau Cyfreithiol a Rheoleiddiol

Councillors:

MC Clarke  
PA Davies  
SK Dendy  
J Gebbie  
CA Green  
M Jones

Councillors

MJ Kearn  
JE Lewis  
AA Pucella  
KL Rowlands  
SG Smith  
G Thomas

Councillors

T Thomas  
SR Vidal  
DBF White  
A Williams

Registered Representatives

Tim Cahalane  
Rev Canon Edward Evans  
William Bond  
Ciaron Jackson  
K Pascoe

Roman Catholic Church  
Church in Wales  
Special School Sector  
Primary School Sector  
Secondary Schools Sector

# Agenda Item 3

## SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 - THURSDAY, 6 SEPTEMBER 2018

### MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2 HELD IN COUNCIL CHAMBER - CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON THURSDAY, 6 SEPTEMBER 2018 AT 09:30

#### Present

Councillor CA Green – Chairperson

MC Clarke	SK Dendy	J Gebbie	MJ Kearns
JE Lewis	AA Pucella	KL Rowlands	G Thomas
T Thomas	DBF White	A Williams	

#### Apologies for Absence

M Jones and PJ White

#### Officers:

Sarah Daniel	Democratic Services Officer - Scrutiny
Andrew Rees	Senior Democratic Services Officer - Committees
Tracy Watson	Scrutiny Officer

#### Invitees:

Megan Davies	Independent Professional Advocate, Tros Gynnal Plant Cymru
Jackie Davies	Head of Adult Social Care
Richard Jones	CEO – Mental Health Matters Wales
Laura Kinsey	Head of Children's Social Care
Richard Thomas	
Jason Tynan	Chief Executive, People First Bridgend

#### 50. DECLARATIONS OF INTEREST

Councillor DBF White declared a personal interest in agenda item 5 – Advocacy – Adults and Children's Services as he was involved in putting together a café for those with mental health issues at Westward Community Centre which they have free of charge.

#### 51. APPROVAL OF MINUTES

RESOLVED: That the minutes of the Subject Overview and scrutiny Committee 2 of 12 July 2018 be accepted as a true and accurate record subject to the name of Councillor J Gebbie being added to the list of Councillors present.

#### 52. FORWARD WORK PROGRAMME UPDATE

The Scrutiny Officer reported on items which had been prioritised by the Corporate Overview and Scrutiny Committee which included the next item delegated to this Committee to consider which is on the topic of Additional Learning Needs. She stated that the Subject Overview and Scrutiny Committee 1 at its meeting on 5 September 2018 had requested that they be invited to the meeting for completeness and to assist this Committee with its scrutiny of the topic.

The Scrutiny Officer presented a list of further potential items for comment and prioritisation and requested the Committee identify any further items for consideration using the pre-determined criteria form.

## **Conclusions**

- (1) That the Committee approved the feedback from the previous meeting of this Committee and noted the list of responses including any still outstanding;
- (2) The Committee noted that it had been delegated an item on Additional Learning Needs for its next meeting and that members of the Subject Overview and Scrutiny Committee 1 be invited to attend;
- (3) Identified further detail required for other items in the overall FWP at Table B of Appendix B;
- (4) Considered the completed criteria forms at Appendix C and determined whether it wished to add these proposed items to the FWP.

### **53. ADVOCACY - ADULTS AND CHILDREN'S SERVICES**

The Head of Adult Social Care reported that the Social Services and Wellbeing (Wales) Act 2014 introduced a requirement on local authorities to ensure access is given to advocacy services and support is available to engage and participate when local authorities are exercising their statutory duties in relation to them. Local authorities are also required to arrange an independent professional advocate to facilitate the involvement of individuals in certain circumstances. She stated that an advocate is defined as an appropriate individual who can speak on behalf of someone who is facing barriers to communicating, understanding, weighing-up, or deciding on information related to services that they receive.

The Head of Adult Social Care informed the Committee that the Council had secured the support of the Golden Thread Advocacy Programme (GTAP) to assist in establishing a pilot advocacy scheme for adults and. GTAP had also supported the Council in engaging with local stakeholders to co-produce a new and fully compliant service model for independent professional advocacy. This was tested in a pilot IPA scheme for Adult Social Care which operated a Hub & Spoke approach using two independent service providers, linking with a wide range of support agencies. The Head of Adult Social Care outlined the referral routes and the range of advocacy services in the Advocacy Hub which had been developed to enable service users to access the correct services for their needs. She stated that the pilot service had been taken up by 62 service users requiring independent professional advocacy.

The Head of Children's Social Care informed the Committee that advocacy for children and young people had been commissioned through Western Bay and the existing provider for those services in Bridgend is delivered by Tros Gynnal Plant. She stated that while all partners are working to increase referrals and service delivery, the Welsh Government prescribed level of service is 528 individuals receiving 6605 hours of Independent Professional Advocacy, which equated to 12.4 users per month. An improvement in the number of referrals is being seen. Discussions are taking place with Cwm Taf Health Board on the commissioning of advocacy services in advance of the new health board arrangements being implemented.

The Committee referred to the specific support available to children and young people requiring advocacy services who have had a diagnosis and questioned what advocacy support is available to people awaiting diagnosis. Ms Megan Davies of Tros Gynnal Plant informed the Committee that access to advocacy would be dependent on whether someone was unhappy with a diagnosis. Advocacy would be provided to a young person awaiting a diagnosis and not to the parents. The Strategic Planning and Commissioning Officer informed the Committee that the Council provides support to parent carers and there is scope to provide advocacy to support families. He stated that the Community Health Council advocacy complaints service would deal with complaints if there were delays in an individual receiving a diagnosis. The Chief Executive of

Mental Health Matters Wales informed the Committee that the advocacy hub will take the initial call requesting advocacy and who will determine which organisation is the most appropriate to take forward the request. The Head of Adult Social Care explained that the notion of the hub would be for the individual to be directed to the correct service.

A member of the Committee referred to the legal advocacy / litigation friend service within the hub and outlined instances where individuals had experienced difficulties in accessing those services. The Strategic Planning and Commissioning Officer informed the Committee that since the inception of the pilot there is a need to embed the availability of the various advocacy services into the thinking of officers. He stated that partners will hold Bridgend advocacy meetings to highlight the different providers and advocacy services that are available as people are unaware of the services available. The Chief Executive of Mental Health Matters Wales informed the Committee that his organisation signposts individuals to the various advocacy services on its website and social media platforms. He explained the value of advocacy in that a Judge had recently stated in a case which his organisation had supported, that the outcome in the case would have been different had advocacy not been used. Mr Jason Tynan of People First Bridgend commented that his organisation also signposts individuals to advocacy services via its website and social media platforms.

The Committee questioned on average how many hours of advocacy are made available in accordance with the Welsh Government prescribed level of service. The Head of Children's Social Care stated that the targets had been set based on looked after children numbers on Wales. She anticipated there would be some flexibility depending on the needs of children and young people requiring advocacy. The representative of Tros Gynnal Plant commented that advocacy is issue based and some advocacy referrals can be dealt with quickly. Cases for advocacy vary considerably and are dependent on individual preferences.

The Committee referred to the Revenue Support Grant to support advocacy and questioned the duration of the ring-fencing of the funding and whether the funding could be at risk due to the pressures in the Medium Term Financial Strategy. The Head of Adult Social Care informed the Committee that the responsibility for advocacy had been identified in the Social Services and Wellbeing (Wales) Act 2014. The authority had developed an Independent Professional Advocacy (IPA) service as part of core funding. The current contract for IPA was for 2 years, with the possibility of extending the contract for a further 2 years' duration. She stated that the future budget was difficult to predict but the provision of advocacy services is a statutory requirement and is part of core funding. The Chief Executive of Mental Health Matters Wales informed the Committee that grant funding for advocacy had to be provided and had been expanded by the Welsh Government. Independent Advocacy for adults is relatively and there was a risk that funding may not be forthcoming from the Welsh Government. He suggested that Councils lobby the Welsh Government to for the retention of funding to support advocacy services. The Head of Adult Social Care informed the Committee that advocacy has been prioritised and supported within the authority.

The Committee questioned the availability of advocacy services within the community. The Head of Adult Social Care stated that a tender process had recently been completed and part of the remit of the hub is to promote advocacy services. She stated that the Bridgend Advocacy Network described by the Strategic Planning and Commissioning Officer is intended to signpost people to services and will be embedded into peoples' thinking. The representative of People First Bridgend commented that People First Bridgend work closely with community groups.

A member of the Committee questioned whether people requiring advocacy would be represented at a sufficiently senior level when being interviewed by the police. The

Head of Children's Social Care informed the Committee that it would be ensured that advocacy would be offered through the Multi-Agency Safeguarding Hub and that 40 police officers are based in the MASH. The Head of Adult Social Care that is being undertaken nationally on advocacy within the Golden Thread project. The Strategic Planning and Commissioning Officer commented that there are providers of both statutory and non-statutory advocacy services. He stated that ABMU commission mental health advocacy which is accessed through Social Services. Areas outside the Social Services remit are non-statutory services. He stated that a small number of people can fall through the gap. He informed the Committee that there is a great deal of advocacy provision available, but not everyone would be able to fit into provision.

The Chief Executive of Mental Health Matters Wales informed the Committee that that IPA has made a difference to people and positive feedback had been received from the Princess of Wales Hospital where someone under threat of committing suicide had received help from advocacy.

The Committee asked whether it could be provided with anonymised case studies. The Chief Executive of Mental Health Matters Wales confirmed that he was able to provide case studies. The Head of Adult Social Care informed the Committee that the Directorate collects quarterly performance reports of case studies.

The Committee thanked all invitees for their attendance, particularly the external invitees as the Committee felt their contributions gave them valuable insight of the advocacy provision in Bridgend County.

## **Conclusions**

### Further Information

- Members asked to be provided with some anonymised case studies from Mental Health Matters Wales (MHMW).

### Members recommended:

- That the Leader to write a letter to Welsh Government to lobby for funding for the delivery of IPA Service.
- That a letter to be sent to Welsh Government from the Subject Overview and Scrutiny Committee to Lobby for funding also.
- Minister for Children, Older People and Social Care. - Huw Irranca-Davies AM

## 54. URGENT ITEMS

There were no urgent items.

The meeting closed at 11:08

## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

18 OCTOBER 2018

### REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

#### FORWARD WORK PROGRAMME UPDATE

##### 1. Purpose of the Report

- a) To present the items prioritised by the Corporate Overview and Scrutiny Committee including the next item delegated to this Subject Overview and Scrutiny Committee;
- b) To present the Committee with a list of further potential items for comment and prioritisation;
- c) To ask the Committee to identify any further items for consideration using the pre-determined criteria form;
- d) To consider and approve the feedback from the previous meetings of the Subject Overview and Scrutiny Committee 2 and note the list of responses including any still outstanding at Appendix A.

##### 2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

- 2.1 The key improvement objectives identified in the Corporate Plan 2016–2020 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 1 March 2017 and formally set out the improvement objectives that the Council will seek to implement between 2016 and 2020. The Overview and Scrutiny Committees engage in review and development of plans, policy or strategies that support the Corporate Themes.

##### 3. Background

- 3.1 Under the terms of Bridgend County Borough Council's Constitution, each Overview and Scrutiny Committee must publish a Forward Work Programme (FWP) as far as it is known.
- 3.2 An effective FWP will identify the issues that the Committee wishes to focus on during the year and provide a clear rationale as to why particular issues have been selected, as well as the approach that will be adopted; i.e. will the Committee be undertaking a policy review/ development role ("Overview") or performance management approach ("Scrutiny").

## Feedback

- 3.3 All conclusions made at Subject Overview and Scrutiny Committee (SOSC) meetings, as well as recommendations and requests for information should be responded to by Officers, to ensure that there are clear outcomes from each topic investigated.
- 3.4 These will then be presented to the relevant Scrutiny Committee at their next meeting to ensure that they have had a response.
- 3.5 When each topic has been considered and the Committee is satisfied with the outcome, the SOSC will then present their findings to the Corporate Overview and Scrutiny Committee (COSC) who will determine whether to remove the item from the FWP or to re-add for further prioritisation at a future date.
- 3.6 The FWPs will remain flexible and will be revisited at each COSC meeting with input from each SOSC and any information gathered from FWP meetings with Corporate Directors and Cabinet.

## 4. Current Situation / Proposal

- 4.1 Attached at **Appendix B** is the overall FWP for the SOSCs which includes the topics prioritised by the COSC for the next set of SOSCs in Table A, as well as topics that were deemed important for future prioritisation at Table B. This has been compiled from suggested items from each of the SOSCs at previous meetings as well as the COSC. It also includes information proposed from Corporate Directors, detail from research undertaken by Scrutiny Officers and information from FWP Development meetings between the Scrutiny Chairs and Cabinet.
- 4.2 The Committee is asked to first consider the next topic they have been allocated by the COSC in Table A and determine what further detail they would like the report to contain, what questions they wish Officers to address and if there are any further invitees they wish to attend for this meeting to assist Members in their investigation.
- 4.3 The Committee is also asked to then prioritise up to six items from the list in Table B to present to the COSC for formal prioritisation and designation to each SOSC for the next set of meetings.

## Corporate Parenting

- 4.4 Corporate Parenting is the term used to describe the responsibility of a local authority towards looked after children and young people. This is a legal responsibility given to local authorities by the Children Act 1989 and the Children Act 2004. The role of the Corporate Parent is to seek for children in public care the outcomes every good parent would want for their own children. The Council as a whole is the 'corporate parent', therefore all Members have a level of responsibility for the children and young people looked after by Bridgend.



- 4.5 In this role, it is suggested that Members consider how each item they consider affects children in care and care leavers, and in what way can the Committee assist in these areas.
- 4.6 Scrutiny Champions can greatly support the Committee in this by advising them of the ongoing work of the Cabinet-Committee and particularly any decisions or changes which they should be aware of as Corporate Parents.

#### Identification of Further Items

- 4.7 The Committee are reminded of the Criteria form which Members can use to propose further items for the FWP which the Committee can then consider for prioritisation at a future meeting. The Criteria Form emphasises the need to consider issues such as impact, risk, performance, budget and community perception when identifying topics for investigation and to ensure a strategic responsibility for Scrutiny and that its work benefits the organisation.

### **5. Effect upon Policy Framework & Procedure Rules**

- 5.1 The work of the Overview & Scrutiny Committees relates to the review and development of plans, policy or strategy that form part of the Council's Policy Framework and consideration of plans, policy or strategy relating to the power to promote or improve economic, social or environmental wellbeing in the County Borough of Bridgend. Any changes to the structure of the Scrutiny Committees and the procedures relating to them would require the Bridgend County Borough Council constitution to be updated.

### **6. Equality Impact Assessment**

- 6.1 There are no equality implications attached to this report.

### **7. Well-being of Future Generations (Wales) Act 2015 Assessment**

- 7.1 The Act provides the basis for driving a different kind of public service in Wales, with 5 ways of working to guide how public services should work to deliver for people. The following is a summary to show how the 5 ways of working to achieve the well-being goals have been used to formulate the recommendations within this report:

- Long-term - The approval of this report will assist in the Planning of Scrutiny business in both the short-term and in the long-term on its policies, budget and service delivery
- Prevention - The early preparation of the Forward Work Programme allows for the advance planning of Scrutiny business where Members are provided an opportunity to influence and improve decisions before they are made by Cabinet
- Integration - The report supports all the wellbeing objectives

- Collaboration - Consultation on the content of the Forward Work Programme has taken place with the Corporate Management Board, Heads of Service, Elected Members and members of the public
- Involvement - Advanced publication of the Forward Work Programme ensures that the public and stakeholders can view topics that will be discussed in Committee meetings and are provided with the opportunity to engage.

## **8. Financial Implications**

8.1 There are no financial implications attached to this report.

## **9. Recommendations**

9.1 The Committee is recommended to:

- (i) Approve the feedback from the previous meetings of the Subject Overview and Scrutiny Committee 2 and note the list of responses including any still outstanding at Appendix A;
- (ii) Identify any additional information the Committee wish to receive on their next item delegated to them by Corporate Overview and Scrutiny Committee and any other items in the overall FWP shown in Appendix B;
- (iii) Identify any additional items using the criteria form, for consideration on the Scrutiny Forward Work Programme.

**K Watson**  
**Head of Legal and Regulatory Services**

**Contact Officer:** Scrutiny Unit

**Telephone:** (01656) 643695

**E-mail:** [Scrutiny@bridgend.gov.uk](mailto:Scrutiny@bridgend.gov.uk)

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 Civic Offices,  
 Angel Street,  
 Bridgend.  
 CF31 4WB

### **Background documents**

None

Date of meeting	Item	Members wished to make the following comments and conclusions:	Response/Comments
06-Sep-2018	Advocacy	That the Leader to write a letter to Welsh Government to lobby for funding for the delivery of IPA Service.	The Leader is currently in discussions with Jackie Davies on preparing his response
		That a letter to be sent to Welsh Government from the Subject Overview and Scrutiny Committee to Lobby for funding also.	Please see attached letter
		Further Information requested	
		Members asked to be provided with some anonymised case studies from Mental Health Matters Wales (MHMW).	Please see attached case studies

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Summary Report to BCBC Scrutiny Committee October 2018

### **Independent Professional Advocacy (IPA) Activities from MHM Wales**

<b>Sample of the issues referred to IPA:</b>	<b>IPA support given:</b>
<b>Issues</b>	<b>Examples</b>
<b>Engaging with Social Services</b>	Care Assessments, OT Assessments
<b>Disputes with Landlord</b>	Inappropriate action taken by landlords, repairs to accommodation
<b>Help with benefits</b>	ESA, JSA, PIP, attending Tribunals
<b>Help with Correspondence</b>	Letters, bills, forms
<b>Identifying &amp; supporting clients to attend local Support Groups</b>	Coffee Groups, MHM Wales Wellbeing Hubs, Gofal HUB
<b>Assistance with medical appointments</b>	Accompanying clients to GP & Hospital appointments
<b>Child Protection cases</b>	Assisting parents going through Child Protection process, attending LAC & Child Conferences meetings
<b>Identifying and supporting clients to attend reading &amp; writing courses</b>	Basic Skills courses at Bridgend College
<b>Helping clients with decision to move into a care home</b>	Arranging and visiting Care Homes with client
<b>Arranging for clients to meet professionals to draft up Wills and LPOA</b>	Contacting Solicitors on behalf of client. Supporting clients in understanding process & documentation

### **IPA Case Studies**

#### **Case Study 1**

Independent Professional Advocates (IPAs) have provided advocacy support to parent carers in a number of Child Protection cases.

One of these cases involved supporting the Dad through the Child Protection process. IPA provided advocacy support to Dad in meetings with his solicitor, local authority and finally in court. At this point in time, Dad was back in a steady relationship with the mother of the child. The mother had support from an independent advocate from a different organisation.

Dad was first referred to our IPA services by Gofal in August 2017, asking for support for Dad whilst attending upcoming meetings with Social Services over his then unborn child.

Dad has a learning disability and mental health issues.

IPA has supported Dad to understand his rights and options, how the child protection process works, and to reflect on the reasons why the social services are concerned about the safety of the child.

Summary Report to BCBC Scrutiny Committee October 2018

Dad stated that he wished his after the birth the child be placed with him and his partner.

IPA supported Dad by preparing him for the many different meetings, such as Child Protection Conference meetings, Core Group meetings, LAC review meetings. Prior to these meetings, IPA would meet with Dad and talk about what was going to happen and if he had any concerns/issues to raise in the meetings. After the meetings IPA talked to him about what was said and what happens next. As Dad has a learning disability IPA helped him to understand the process and outcomes of meetings by providing information in an easy read format.

Baby X was born in January and placed with a Foster Carer by the Local Authority.

The first child protection meeting was held in January, with various meetings in between until the Final Court Hearing in the summer.

IPA supported Dad to attend meetings with his Solicitor and Barrister up to the Final Court Hearing over a number of days. IPA supported Dad during the Court Hearing by providing practical and emotional support. IPA would meet him in the morning before the hearing and talk about what was going to happen and again at the end of day to talk about what was said. On the final day, IPA explained to him what the possible outcomes were and about how the Judge would sum up the case and make a judgement.

The Judge made the decision that Baby X be placed with birth parents with a Rehabilitation Plan in place.

This is the outcome that Dad (and his partner) wanted. At first, Dad didn't understand what the Judge had said but once he realised he was delighted and gave the IPA a hug in the Court Room.

#### Case Status:

IPA still providing advocacy support to Dad during the Rehabilitation Plan period but the good news is that everything is fine and all the professionals involved with the Rehabilitation Plan are happy with how things are progressing.

In accordance with Rehabilitation Plan, Baby X is being introduced to his parents gradually, increasingly spending more time with them rather than with the Foster Carer. The plan is for Baby X to go home permanently in October.

Due to his quiet nature and because of his learning disability and mental health issues, the IPA believes that without advocacy support Dad would have struggled to understand the proceedings and would have found it a very stressful process which would have affected his mental wellbeing which may in turn have affected the outcome of the Court decision.

Summary Report to BCBC Scrutiny Committee October 2018

## **Case Study 2**

Client: 'R' (not real name) Age Range: 40-45 Gender: Male

Reason for referral: Engage with Social Services

Barriers faced: Understand relevant information, obtaining relevant information, advice & assistance

### Background

R went to a Friendship Coffee Group asking for help. MHM colleague, overseeing the Group, took him aside and he agreed to be referred to our IPA service. A MHMWales IPA contacted R and arranged initial meeting. An IPA visited R at his home. At this initial meeting, the IPA listened to R and explained their role. A referral form was completed and a follow up meeting was arranged to go through Client Information and further identify his needs and how IPA could help him.

### Support given by Advocate

#### *August 2017*

Psychiatrist appointment – IPA arranged to support R in attending an appointment with his psychiatrist at hospital. On the day, IPA went to pick him up, but he said he could not go to appointment, he had been worrying about it and his anxiety had just got worse thinking about going. IPA explained the possible consequences of not going. R still could not face going. IPA phoned the hospital to explain the situation and to re-arrange another appointment.

#### *September*

Medical appointment – IPA arranged to support R in attending appointment in the hospital. IPA picked him up and R told IPA he had been very anxious about going to the hospital and probably would not have gone on his own. IPA sat with R during the meeting with his Consultant who carried out an examination and recommended a CT Scan. R was not happy about this but IPA asked questions about the procedure to try and reduce his anxiety. Eventually, R agreed to attend for a CT Scan. After the meeting with the Consultant, R and IPA sat and talked, over a coffee, about the meeting and the CT Scan.

#### *October*

CT Scan - IPA had arranged to support R in attending a CT Scan in the hospital. On the day, IPA went to pick him up but he said he could not go to appointment, he had been worrying about it and had not taken the medication he was meant to take before the CT Scan. IPA talked to him to try and alleviate any fears he may have about the procedure. In the end he decided not to attend. IPA phoned the hospital to explain the situation.

#### *November*

Social Services Referral – During the early meetings with R, he asked about being referred to Social Services but was worried because he had a bad experience in the past. IPA talked with him about his past experience and tried to reassure him about engaging with Social Services

Summary Report to BCBC Scrutiny Committee October 2018

again. R agreed to complete a referral form, which IPA completed with him and sent on his behalf. Social Services contacted IPA to say the referral form had been received and asked what support he needs. IPA explained his situation and areas where Social Services might help. Social Services identified an independent support service in Bridgend.

Sycamore Project - Social Services referred R to Sycamore. A representative from Sycamore had an initial meeting with R. R cancelled two further appointments.

*December*

Energy Bills – R asked IPA to help him understand his utility bill which in total for 3 months was over £300. He said he cannot afford this. He asked IPA to contact his energy supplier on his behalf. Before contacting the supplier, IPA talked to R about energy consumption, etc, and explained that they might want to speak to him. IPA contacted the supplier and explained the situation. IPA then encouraged R to talk to them on the phone to discuss his options. R was on the phone for approx. 40mins and agreed to sign up for Direct Debit and the supplier agreed to send information about the different tariffs available and information on the subsidised “Warm Homes” scheme.

R had been referred to an independent food delivery service for a short trial. However, R insists that no one came to his door on the days agreed, but he still received an invoice. The IPA contacted the service on his behalf and explained the situation. The IPA asked about the complaints procedure and then helped R to write a letter disputing this payment. The IPA also wrote a supporting letter on his behalf. Eventually R heard from the food service who had agreed to waive this payment.

*January 2018*

IPA provided R with information on anxiety & depression awareness sessions.  
IPA referred to him Gambling Telephone Counselling service.  
IPA referred him to Gofal’s Out of Hours Support.

Case Status:

*February 2018.* IPA Case Closed.

Summary of support given:

*August 2017 – February 2018*

No. of Contacts: 31 (Telephone/Face-to-face)

No. of hours support given: 29



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Swyddfeydd Dinesig  
Stryd yr Angel  
PEN Y BONT AR OGWR  
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Cyngor Bwrdeistref Sirol



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Date / Dyddiad: 2 October 2018

Huw Irranca-Davies AM  
Minister for Children, Older People & Social Care  
National Assembly for Wales  
Cardiff Bay  
CARDIFF  
CF99 1NA

Dear Minister

The Subject Overview and Scrutiny Committee 2 met on the 6<sup>th</sup> September 2018 to consider a report on Advocacy Services in Bridgend County Borough. Members were updated on the work undertaken to date in developing the provision of Independent Professional Advocacy (IPA) services for adults and for children and young people, which is being undertaken in response to the Social Services and Well-being (Wales) Act 2014 and the Council's ongoing remodelling plans.

During the meeting the Committee referred to the Revenue Support Grant to support advocacy services and questioned officers on the duration of the funding and whether this could be at risk due to the pressures in the Medium Term Financial Strategy. The Committee was informed that the responsibility for advocacy had been identified in the Social Services and Wellbeing (Wales) Act 2014 and the authority had developed an Independent Professional Advocacy (IPA) service as part of core funding. The current contract for IPA was for 2 years, with the possibility of extending the contract for a further 2 years' duration. Members were informed that future budget was difficult to predict but the provision of advocacy services is a statutory requirement and is part of core funding.

The Committee therefore asked that I write to you on their behalf as they were concerned that grant funding from Welsh Government was at risk and that it was vital to support the delivery of the service. Members believe that funding for the

delivery of IPA services should be prioritised and supported within Welsh Government, just as it is within the Authority.

I look forward to hearing from you with a response and some reassurance around the future funding to ensure the delivery of this vital service

Yours sincerely

A handwritten signature in cursive script, appearing to read 'C. A. Green'.

Councillor Cheryl Green

Chairperson Subject Overview and Scrutiny Committee 2

*Rydym yn croesawu gohebiaeth yn y Gymraeg. Rhowch wybod i ni os yw eich dewis iaith yw'r Gymraeg. We welcome correspondence in Welsh. Please let us know if your language choice is Welsh.*

## Scrutiny Forward Work Programme

The following items were previously prioritised by the Subject OVS Committees and considered by Corporate at its last meeting where the top three items were scheduled in for the next round of meetings:

Date	Subject Committee	Item	Specific Information to request	Rationale for prioritisation	Proposed date	Suggested Invitees	Prioritised by Committees
Page 21 22-Oct-18	SOSC3	Collaboration with TCCs	Investigate and monitor the extent to which other LAs are working in collaboration with TCCs; To receive the outcome of the Review currently being undertaken by Welsh Government in relation to TCCs and its impact on BCBC; How are the LA benefiting from collaborative work - value for money and contribution to budget savings		22-Oct-2018	Cllr Richard Young, Cabinet Member – Communities; Deputy Leader?? Darren Mepham, Chief Executive One Voice Wales	
24-Jan-18	SOSC3	Revised CAT Process	What is the latest with the CAT process? How has it been streamlined since it last came to Scrutiny back in January 2018 How many CATs have now been processed and completed? How has the position improved What are the plans for CAT going forward How many CAT applications have been received altogether? How many have been progressed? How many have withdrawn and for what reasons? List of CAT 1 priorities and what is the plan for these?		Corporate Director proposed Jan/Feb 2019	Mark Shephard, Corporate Director - Communities; Cllr Richard Young, Cabinet Member - Communities; Guy Smith, Community Asset Transfer Officer.	

TABLE B

For prioritisation							
Item				Rationale for prioritisation	Proposed date	Suggested Invitees	
Education Outcomes	Requested from SOSC 1 meeting in February to receive a further report at a meeting in the near future, (to be agreed by Corporate Overview and Scrutiny), incorporating the following: • School Categorisation information; • In relation to Post-16 data at 4.53 of the report, the Committee requested that they receive the baseline for each school to give a better indication of how each school has improved; • Information on Bridgend's ranking for Key Stage 4 based on the latest results; • Information on what targets were set at each stage in order to determine whether the performance was expected and possibly a cohort issue or whether any actuals differed significantly from the targets set; • Information that the Consortium has gathered through drilling down into each schools' performance to determine what challenges schools face; • Further detail of the performance of those with ALN attending the PRU or Heronsbridge School as Members felt this was not incorporated into the report to a great degree; • Information on the work that the Consortium is doing to identify the variation for each secondary school at Key Stage 4, and what is being done about it; • More information in relation to each schools performance – not necessarily more data but detail of the where, what and how in relation to good and poor performance for each school so that the Committee has an overall understanding of the current situation and priority schools in Bridgend; • What extent are schools responding to the changes recently introduced such as the removal of Btec etc, to ensure they are still meeting the needs of the pupils; • What work is being done to mitigate against future dips in performance resulting from any changes to curriculum or changes to performance measures; • Evidence of how the Consortium has made a direct impact on schools and school performance, what outcomes can they be measured on in relation to Bridgend to assure Members of value for money; • What is being done to mitigate against the impact of changes in teachers to ensure that this does not have a resulting impact on the performance of pupils; • Performance in relation to vocational qualifications and non-core subjects – where are there causes for concern and where there is excellent work taking place etc.			Jan-2019	Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Andy Rothwell, CSC Senior Challenge Advisor; Mike Glavin, Managing Director CSC Representative from School Budget Forum Sarah Merry, Chair of CSC JOSOC (Deputy Leader Cardiff Council) Primary, Secondary and Special School Headteacher representative		
Revised CAT Process	What is the latest with the CAT process? How has it been streamlined since it last came to Scrutiny back in January 2018 How many CATs have now been processed and completed? How has the position improved What are the plans for CAT going forward How many CAT applications have been received altogether? How many have been progressed? How many have withdrawn and for what reasons? List of CAT 1 priorities and what is the plan for these?				Corporate Director proposed Jan/Feb 2019	Mark Shephard, Corporate Director - Communities; Cllr Richard Young, Cabinet Member - Communities; Guy Smith, Community Asset Transfer Officer.	

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Review of Fostering Project Page 22</p>	<p>Further project as part of the Remodelling Children's Social Services</p> <ul style="list-style-type: none"> <li>- Detail regarding the upskilling of three internal foster carers to provide intensive, therapeutic step down placements as part of Residential Remodelling project</li> <li>- Review of the foster carer marketing and recruitment strategy at a draft/early stage to allow members input into the process</li> </ul>	<p>COSC have proposed that this item be considered by a future SOSC 1 for continuity purposes</p>	<p>Corporate Director proposed October 2018</p>	<p>Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help; Laura Kinsey, Head of Children's Social Care; Pete Tyson, Group Manager – Commissioning; Lauren North, Commissioning and Contract Management Officer; Natalie Silcox, Group Manager Childrens Regulated Services.</p>	
<p>Direct Payment Scheme</p>	<p>Details on the revised policy including how the legislation has affected it. How Direct Payments are delivered. What support has been provided to service users since the launch of the new scheme. How was the scheme launched to service users.</p>	<p>Corporate Director has proposed this as a potential item</p>	<p>Corporate Director proposed November</p>	<p>Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help;</p>	
<p>CIW investigation into LAC Information only</p>	<p>The Committee requested that the outcome of the CIW investigation into Looked After Children be provided to Scrutiny <b>for information</b> when it becomes available.</p>		<p>Self assessment and action plan due at end of year.</p>	<p>Cllr Phil White</p>	
<p>Remodelling Children's Residential Services Project</p>	<p>SOSC 1 requested that the item be followed up by Scrutiny in the future for monitoring purposes, incorporating evidence of outcomes.</p>		<p>Corporate Director proposed early 2019</p>	<p>Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help;</p>	
<p>CAMHS</p>	<p>With reference to the responses received in relation to Child Adolescent Mental Health Services Members on 12 December 2018, Members note that most of the replies feature an element of work in progress and have asked to retain the item on the FWP for future review. To receive an update on current provision and further advise on current situation in relation to comments and conclusions made on 12 December 2018.</p> <p>Update on work being undertaken throughout Wales looking at causes of mental health: 'Working Together for Mental Health'.</p> <p>To include an update on how we are getting on moving into Cwm Taf.</p>		<p>Corporate Director proposed early 2019</p>	<p>Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help; Chair and CEX of ABMU and Cwm Taff Health Boards</p>	
<p>Empty Properties</p>	<p>SOSC 3 requested that this item continue on FWP - reasons and purpose to be confirmed</p> <ul style="list-style-type: none"> <li>- Update on the Empty Properties Working Group?</li> <li>- Update on how the Empty Homes Strategy has been developed?</li> <li>- Update on how well the marketing of Empty Properties is going including Churches and Chapels?</li> <li>- Evidence on how successful other LA's have been in bringing empty properties back into use where they have charged 100% upwards Council tax on properties after they have been empty for longer than 6 months?</li> <li>- Further information on the properties that have been un-banded by the Valuation Office Agency. To include reasons why the properties would not have been banded and how many of these are there within BCBC.</li> <li>- Information on what the average loss of Council tax looks like in BCBC due to empty properties in the Borough. Members recommended using the average Band D property to be able to quantify the loss.</li> <li>- Of the 1200 properties liable for the 50% charge on Council tax for empty properties, how much of this are BCBC successful in receiving.</li> <li>- Has the Empty Homes Officer been employed.</li> </ul>		<p>TBC</p>	<p>Darren Mepham, Chief Executive ; Martin Morgans, Head of Performance and Partnership Services Possible input from Mark Shephard, Corporate Director - Communities for the Commercial side Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing</p>	

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Page 23</b></p> <p><b>Home to School Transport</b></p>	<p>To provide assurances on rationalisation of Learner Transport as far as possible in order to make budget savings: Update on pilot that school transport team proposing to run in Spring and Summer terms 2017-2018 - to support the enforcement of bus passes on home to school transport contracts. As part of this pilot, the Authority is also investigating opportunities to track the use of our school bus services by individual pupils. Update on Recommendation from BREP: The Panel recommend the need for the Authority to adopt a Corporate approach in relation to Home to School Transport maximising the LA's minibuses such as those used for day centres. It is proposed that this be supported by slightly amending the opening and closing times of day centres so that the buses can be available for school transport. Other aspects that could be considered include the exploration of whether school staff could transport children and young people instead of hiring independent drivers. To test and scrutinise the current licensing and school transport regime to gain assurances that it provides adequate protection against the potential of putting children and vulnerable children at risk from those who are in a position of trust. Changes to the DBS status of their employees to be scrutinised to ensure that children are not being put at undue risk. To provide robust scrutiny and recommendations on how the current regime can be improved. To provide assurances to the public and maintain public confidence in the system of school transport Report to include Update on the current arrangements of how licensing and school transport operates within the County Borough since the change in 2015 to the Police National Policy for disclosing non-conviction information to the local authority. Information to include a report from South Wales Police on its approach to disclosing information it holds about licencees following arrests, charges and convictions. What is the current relationship between the local authority's licensing and school transport departments in relation to the disclosure of information from South Wales police? Is there sufficient oversight on behalf of the local authority and a risk of contractors withholding information which may prejudice the continuation of their contract? Further proposed that Communities be invited to add to report and attend meeting to update Committee on safe routes assessment to determine what work has been undertaken since funding was allocated to this over a year ago.</p>	<p>To provide assurances on rationalisation of Learner Transport as far as possible in order to make budget savings. To test and scrutinise the current licensing and school transport regime to gain assurances that it provides adequate protection against the potential of putting children and vulnerable children at risk from those who are in a position of trust. Changes to the DBS status of their employees ought to be scrutinised by an Overview &amp; Scrutiny Committee at the earliest opportunity to ensure that children are not being put at undue risk. To provide robust scrutiny and recommendations on how the current regime can be improved. To provide assurances to the public and maintain public confidence in the system of school transport</p>	<p>Corporate Director proposed March 2019 as the external review would not be completed until January 2019</p>	<p>Lindsay Harvey, Interim Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Cllr Richard Young, Cabinet Member Communities Nicola Echanis, Head of Education and Early Help. Mark Shepherd, Corporate Director Communities; Robyn Davies, Group Manager Business Strategy and Performance</p>	
<p><b>Communication and Engagement</b></p>	<p>Is corporate communications meeting the needs of the various departments within the organisation to effectively communicate with residents Current data of engagement Are current KPIs an effective measurement in a fast changing digital world How do we engage with corporate communications with the digitally excluded</p>			<p>Darren Mepham, Chief Executive Corporate Communications Representative Cllr Dhanisha Patel, Cabinet Member Future generations and Wellbeing</p>	
<p><b>Supporting People Programme Grant</b></p>	<p>Full breakdown of the various services currently supported through this grant within BCBC (inc. the various financial detail) along with how this may have changed over recent years. The number of individuals supported through the grant and in what way. How are decisions made about where to spend the grant and how much in specific areas How effective is the grant support that is provided across a variety of sectors within BCBC, and to ensure that the grant is being targeted at the services most in need.</p>	<p>Improved outcomes in line with the agreed objectives of the grant. Improved support for those in need of emergency housing and support</p>		<p>Darren Mepham, Martin Morgans? Lynne Berry? Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing</p>	
<p><b>Member and School Engagement Panel - Annual Report</b></p>	<p>Annual Update to - SOSC 1 on the work of the Member and School Engagement Panel</p>			<p>Plasnewydd - Q4/Spring Term The Bridge Alternative Provision Q1/Summer</p>	

**The following items for briefing sessions or pre-Council briefing**

Item	Specific Information to request
<p>Social Services Commissioning Strategy</p>	<p>To include information on what work has taken place following the Social Services and Wellbeing Act population assessment. To also cover the following:  <ul style="list-style-type: none"> <li>• Regional Annual Plan</li> <li>• Bridgend Social Services Commissioning Strategy</li> </ul> </p>
<p>Cwm Taf Regional Working</p>	<p>Update on situation and way forward with Regional Working with Cwm Taf? How will we undertake Regional working?</p>
<p>Residential Remodelling - Extra Care Housing</p>	<p>Site visit to current Extra Care Housing and then to new site once work has begun</p>
<p>Children's Social Services</p>	<p>Briefing for SOSC 1 on Child Practice Reviews - details of latest CPRs over last 12-18 months - what recommendations have come out of them, how have they been responded to, how have they helped inform future work to help safeguard children.</p>

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## BRIDGEND COUNTY BOROUGH COUNCIL

### REPORT TO THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 2

18 OCTOBER 2018

#### REPORT OF THE CORPORATE DIRECTOR – EDUCATION AND FAMILY SUPPORT

#### ADDITIONAL LEARNING NEEDS AND EDUCATIONAL TRIBUNAL (ALNET) ACT 2018

### 1. Purpose of report

1.1 The purpose of this report is to inform the Committee of:

- the developments of the ALNET Act (2018) in Wales; and
- the work undertaken across the region to prepare for the introduction of the Act and how as a local authority we are preparing for it.

### 2. Connection to corporate improvement objectives/other corporate priorities

2.1 This report assists in the achievement of the following corporate priorities:-

- Supporting a successful economy – taking steps to make the county a good place to do business, for people to live, work, study and visit, and to ensure that our schools are focused on raising the skills, qualifications and ambitions of all people in the county
- Helping people to become more self-reliant - taking early steps to reduce or prevent people from becoming vulnerable or dependent on the Council and its services
- Smarter use of resources – ensuring that all its resources (financial, physical, human and technological) are used as effectively and efficiently as possible and support the development of resources throughout the community that can help deliver the Council's priorities.

### 3. Background

3.1 The Additional Learning Needs and Education Tribunal (Wales) Bill was passed by the National Assembly for Wales on 12 December 2017 and after receiving Royal Assent became the ALNET Act 2018 on 24 January 2018.

3.2 The Act aims to create:

- a unified legislative framework to support all children of compulsory school age or below with additional learning needs (ALN) and to support young people with ALN who are in school or further education (FE);
- an integrated, collaborative process of assessment, planning and monitoring which facilitates early, timely and effective interventions; and

- a fair and transparent system for providing information and advice, and for resolving concerns and appeals.
- 3.3 It is expected that the ALN system set out in the ALNET Act will be fully implemented over a three-year period. The implementation period is expected to run from September 2020 to August 2023.
- 3.4 This transformed system will:
- ensure that all learners with ALN are supported to overcome barriers to learning and achieve their full potential;
  - improve the planning and delivery of support for learners from 0 to 25 with ALN, placing learners' needs, views, wishes and feelings at the heart of the process; and
  - focus on the importance of identifying needs early and putting in place timely and effective interventions which are monitored and adapted to ensure they deliver the desired outcomes.
- 3.5 In the meantime, local authorities and all those who work with children and young people with special educational needs (SEN), must ensure that they continue to comply with the duties placed upon them by the Education Act 1996. They must also continue to have regard to the SEN Code of Practice for Wales (the Code) (2002).
- 3.6 In February 2017, the Minister for Lifelong Learning and Welsh Language published a written ministerial statement announcing £20m investment in ALN to support all partners to successfully implement and deliver the new system. £1.1m of that investment was provided via the ALN Innovation Fund, which was a pre-legislative grant to support collaborative projects between a wide range of agencies involved in supporting learners with ALN. It aimed to support the identification and development of innovative practice which improves systems, arrangements and relationships in readiness for roll-out of the forthcoming legislative changes. The learning from the projects funded by the grant scheme was shared across Wales in June 2018. This event provided a key opportunity to develop ways of working consistently with the reforms and influence the approach to transformation and implementation.
- 3.7 The ALN Transformation Grant is used by the host local authority to employ a regional ALN Transformation Lead. The Transformation Lead is responsible for the delivery of a strategic programme of work agreed by local authorities to support preparation by consortia, maintained early years settings, schools, further education institutes and local health boards of the duties conferred to them by the ALNET Act, and to ensure financial accountability.
- 3.8 The conditions of the grant spend stipulate that there has to be in place the following:
- regional implementation plan;



- state of the region summary document, detailing areas to focus on in preparing for transition to the new ALN system; and
- multi-agency regional ALNET Act training plan.

3.9 The work undertaken to date demonstrates that the Central South Region has accurately analysed needs and identified strategic priorities to support the transformation programme and, in doing so, has met the pre-conditions for authorisation of grant spend. Each Local Authority (LA), in consultation with staff has produced a LA readiness survey. An analysis has been undertaken with regards to how each LA has prepared at this stage for the implementation of the ALN Reform. All LAs readiness surveys have formed the basis for The Regional Implementation Plan.

3.10 In June 2018, Bridgend County Borough Council (BCBC) produced a local authority readiness survey which fed into the summary document detailing the state of the region. As a result, the local authority is able to demonstrate progress in complying with the requirements of the Act as measured on the Local Authority ALN Readiness Survey.

3.11 Between March 2018 and July 2018, extensive analysis was carried out across the region to identify strengths and areas for development. Full co-operation was obtained between all five local authorities, four Further Education (FE) colleges, two health boards and the Central South Consortium (CSC). Following these activities a summary document detailing the state of the region was created as well as a consequent regional implementation plan.

3.12 All local authorities need to be able to demonstrate that:

- the implications of the ALNET Act and the Code are clearly understood;
- there is promotion of effective joint working with other agencies, taking account of good practice, using resources efficiently, encouraging flexibility and creativity and being solution focussed;
- there are effective working relationships with parents and carers;
- services are developed flexibly to meet needs and keeping under review the arrangements made both by the local authority and governing bodies of maintained schools in our area, for pupils with ALN, in order to assess and respond to future needs;
- processes and procedures are developed in advance of implementation date(s); and
- any other developments within the local authority with regards to ALN services/provision will be compliant with the ALNET Act.

#### **4. Current situation**

- 4.1 Currently, Welsh Government is focusing upon the secondary legislation, in particular, the new Code of Practice. This will replace the current Code and will inform people of their legal duties. It will be the handbook for the new system.
- 4.2 On 4 September 2018, the CSC Regional Implementation Plan (see Appendix 1) was ratified by the Directors of Education with the subsequent inaugural meeting of the ALN Regional Project Board taking place on 17 September 2018.
- 4.3 The Regional Implementation Plan aligns support to the objectives of the ALNET Act so that local authorities, Central South Consortium, schools, FE colleges and local health boards collaborate to transform the expectations, experiences and outcomes for children and young people with additional learning needs. The identified regional priorities include:
- creating a multi-agency, multi-disciplinary regional implementation plan that underpins the successful transition to the new way of working;
  - delivering an awareness-raising programme that ensures all professionals, parents, carers, children and young people and the third sector receive timely information about the reforms and associated timescales;
  - implementing a comprehensive workforce development plan that is compliant with the ALNET Act and complementary to the wider national education reforms;
  - developing support and provision for post compulsory-education-aged learners through identifying local offers and where possible consider regional solutions to meet complex needs;
  - ensuring that the new statutory expectations for early years are understood and delivered and that appropriate support is provided to increase capacity in early years' settings;
  - improving strategic engagement with health to support the establishment of the statutory role of the Designated Educational Clinical Lead Officer (DECLO) and develop shared expectations and supportive working practices;
  - reviewing Welsh-medium provision and specialist support to increased regional capacity through the development of best practice Welsh language learning pathways; and
  - supporting the rights of the child and young person with ALN through the development of user-friendly practices that clearly explain and promote their rights of appeal.
- 4.4 A multi-agency, multi-disciplinary steering group is in the process of being formed. Governance structures are in place as are performance management processes to ensure that the project remains on task, within the confines of the grant spend recommendations and monitors financial accountability.
- 4.5 All local authorities need to be able to demonstrate that:
- the implications of the ALNET Act and the Code are clearly understood;

- there is promotion of effective joint working with other agencies, taking account of good practice, using resources efficiently, encouraging flexibility and creativity and being solution focussed;
- there are effective working relationships with parents and carers;
- services are developed flexibly to meet needs and keep under review the arrangements made both by the local authority and governing bodies of maintained schools in our area, for pupils with ALN, in order to assess and respond to future needs;
- processes and procedures are developed in advance of implementation date(s); and
- any other developments within the local authority with regards to ALN services/provision will be compliant with the ALNET Act.

4.6 Local authorities must be prepared to implement the new system in line with the prescribed timescales starting in September 2020, with the complete system becoming operational from September 2023. It is essential that local authorities adopt a person-centred approach and develops systems and plans that mirror the principles of the ALNET Act without compromising the current systems. There will be two systems operating from 2020-2023, therefore the LA must ensure effective work with colleagues, parents and children to manage this transition.

4.7 Priorities for Central South Consortium are outlined in the implementation plan. The focus is upon seeking to secure coherent and collaborative regional working in relation to the identified key priorities.

4.8 The Central South Consortium ALN Project Board, ALN Transformation Steering Group, Central South Consortium Directors of Education and Central South Consortium, will work together over the next three years, namely until March 2021, in partnership with Welsh Government to prepare all stakeholders.

4.9 Overview and Scrutiny Committee has raised a series of questions in relation to the progression of the ALNET Act. Responses to these questions are as follows:

- Engagement with parents in relation to changes with the ALNET Act is of paramount importance. The communications strategy is outlined under Priority 2 of the implementation plan. Finance has been identified within the plan for setting up consultative groups with parents and children and young people in local authorities.
- Within the implementation plan there is a strategy to prepare for the process for assessments and to provide clarity with regards to the responsibility for who is leading with them. An Early Years multi-agency regional group will be set up to look at improving joint working practices, this is highlighted under Priority 5 of the implementation plan. It is noted in Priority 6 of the plan, that there is a named DECLO in place for each health board. The intention is for the DECLO to work collaboratively with education on assessments.
- The involvement and responsibilities of the Education Psychology Service (EPS) is

not included on the face of the ALNET Act. This detail will be in the SEN Code of Practice for Wales. The first reading of the code is expected in October 2018, when further consultation will be undertaken.

- In recent years, the number of legal challenges presented by parents in BCBC has increased. From 2008 to 2014, there were no more than five Special Educational Needs Tribunal for Wales (SENTW) appeals per year. During 2015-2016, there were 11 SENTW appeals, 12 SENTW appeals during 2016-2017 and during 2017-2018 there were 9 SENTW appeals. There are various reasons for the tribunal cases, for example increase in ancillary support and request for out-of-authority (OOA) places. Currently, there is no evidence to say that ALNET Act has been the reason for an increase in tribunals. Ancillary resources and provision for children and young people are regularly discussed at the Access to Education Panel which meets on a three-weekly basis.
- The ALNET Act focuses on the involvement of children and young people and their parents. In Priority 8 of the implementation plan, the focus is upon supporting the rights of the child, mediation and dispute resolution. There is a plan to make the CSC Mediation and Dispute Resolution handbook available to all schools within BCBC. Finance is allocated to each local authority to facilitate training for each one of the schools.
- There are five centres engaged with the national project for Supported Internships across Wales. Bridgend College is the local centre for BCBC. Working with partners in the 'Engage to Change/Project Search' project, Bridgend College has established its first employer partner as the Princess of Wales Hospital. Young people from Bridgend College will make up the first cohort and it is anticipated that between nine to eleven young people be part of this cohort. Their internship will consist of a 30 week experience involving three rotations of ten weeks, where they will undertake the same role but in three different settings/departments and be supported in a 4:1 ratio by a job coach. BCBC has had further discussions with Elite training to discuss a future cohort of learners from the two special schools in BCBC, namely Heronsbridge Special School and Ysgol Bryn Castell. It is expected that the first cohort from BCBC would be from September 2019. The Post-16 Specialist Officer in liaison with the Group Manager Inclusion and School Improvement will monitor this situation.
- As part of the Post-16 Review and preparation for the ALNET Act, consideration has been given to supporting those with ALN into employment. It is recognised that it is important for young people with ALN to gain skills and experience in order to obtain and sustain employment. As part of the preparation for the ALNET Act, a local project board was established. As a result, a post-16 transition protocol has been developed in order to audit learners' needs at every transition point. A map and gap analysis has been undertaken with the focus upon what is working well; what changes need to be made; what are the gaps in provision and to reflect upon and update the process map. In discussions with Elite training, further consideration has been given to addressing changing the perception of employers. BCBC is represented on the Project Search steering group at Bridgend College. A briefing paper in relation to this whole area of work will be submitted to the Post-16 Review Board in autumn 2018.

- Consideration is being given to the impact of the ALNET Act upon staffing. In Priority 3 of the implementation plan, finance is available for every school to attend training and to provide non-contact time for staff to prepare processes and systems in accordance with the ALNET Act. Currently, a national professional learning offer for all ALNCOs is in the process of being created. With regards to issues such as, pupil-teacher ratios and class sizes and impact of the ALNET Act on the capacity of teachers to support pupils with ALN, these will be addressed as part of the implementation plan.
- The implementation of the ALNET Act is being carefully monitored by officers within BCBC in conjunction with Central South Constium. All local authorities have completed an ALN readiness survey and as a result all LAs have a baseline of the current position. All schools will be asked to complete an ALN readiness survey. Therefore, local authorities will be in a position to evaluate current practice and measure improvements. The ALN Transformation Implementation Plan has been created with identified governance structures and reporting arrangements. Service level agreements (SLAs) will be put in place with local authorities so that they can be held to account for agreed actions identified in the regional implementation plan.

## **5. Effect upon policy framework and procedure rules**

5.1 There is no effect upon the policy framework or procedure rules.

## **6. Equality Impact Assessment**

6.1 The ALNET Act and Code of Practice clearly articulate the Equalities Act (2010) statutory requirements.

## **7. Well-being of Future Generations (Wales) Act 2015 Assessment**

7.1 The well-being goals and principles prescribed for within the Well-being of Future Generations Act 2015 connect directly to the objectives of the ALNET Act. The ALNET Act is consistent with the five ways of working as defined within the sustainable development principle and more specifically as follows:

- long term – the ALNET Act focuses on meeting the needs of children and young people from 0-25
- prevention – the focus of the ALNET Act is upon on early identification of need and ensuring that there is s appropriate provision to meet needs
- integration- the ALNET Act addresses the need for a coherent delivery of economic, social, environmental and cultural outcomes
- collaboration – a fundamental principal of the ALNET Act focuses on improving collaboration and creating a unified system
- involvement- ensuring that children and young people, parents and carers are at the heart of the system.

## **8. Financial implications**

- 8.1 In order to support the implementation of this new system, Welsh Government is providing financial assistance through the ALN Transformation Grant. This is the second year of the four financial years that the grant will be available. The finance is delegated via a host local authority acting on behalf of the local authorities in the region, using the same footprint as the four regional education consortia. The grant must be used on a regional strategic basis and consideration should be given to regional sustainability beyond the life time of the grant.
- 8.2 Previously, Welsh Government has provided funding for local authorities to develop the person-centered planning (PCP) approach. As part of Central South Consortium, BCBC received £26k over a two-year period to develop this approach with staff within BCBC. This continues to be embedded as key staff have been trained to cascade the approach in order to provide sustainability.
- 8.3 As part of the transformation programme, Welsh Government has provided funding via the ALN Innovation Fund, which is a pre-legislative grant to support collaborative projects between a wide range of agencies involved in supporting learners with ALN. BCBC has worked in collaboration with the other four local authorities in the consortium to develop four projects to support the transition for the ALN Reform Bill. In 2016-2017 there was £250k of funding and each LA received £46k and Merthyr LA received £20k in addition as the lead LA on one of the projects. In 2017-2018, there was £300k of funding, and each LA received £56k and Merthyr LA received £20k in addition as the lead LA on one of the projects.

## 9. Recommendation

9.1 Overview and Scrutiny Committee 1 is invited to:

- note the content of this report in relation to the ALNET Act;
- to consider and agree any recommendations the committee may wish to make consistent with its challenge and support role in light of this report; and
- consider the progress to date and to be aware of the continued expectations on local authorities and other strategic partners to deliver against the wide-ranging transformation programme.

Lindsay Harvey  
Corporate Director - Education and Family Support  
18 October 2018

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## Background documents

Report to Overview and Scrutiny Committee 1- 18 September 2017. Additional learning needs (ALN) Reform

Appendix 1 Additional Learning Needs and Education Tribunal Wales Act  
Central South Regional Implementation Plan 2018-2019

Appendix 2 Well-being of Future Generations (Wales) Act 2015 Assessment

## Appendix 1



**Additional Learning Needs and Education Tribunal Wales Act  
Central South Regional Implementation Plan 2018-2019**



## Context

The Additional Learning Needs and Education Tribunal (Wales) Act 2018 aims to create:

- a unified legislative framework to support all children of compulsory school age or below with additional learning needs (ALN) and to support young people with ALN who are in school or further education (FE)
- an integrated, collaborative process of assessment, planning and monitoring which facilitates early, timely and effective interventions
- a fair and transparent system for providing information and advice, and for resolving concerns and appeals.

It is expected that the ALN system set out in the Act will be fully implemented over a three-year period. The implementation period is expected to run from September 2020 to August 2023.

This transformed system will:

- ensure that all learners with ALN are supported to overcome barriers to learning and achieve their full potential;
- improve the planning and delivery of support for learners from 0 to 25 with ALN, placing learners' needs, views, wishes and feelings at the heart of the process; and
- focus on the importance of identifying needs early and putting in place timely and effective interventions which are monitored and adapted to ensure they deliver the desired outcomes.

This document sets out the Central South Region's 2018-19 plan detailing the priorities, objectives, actions and monitoring arrangements needed to support the implementation of the Additional Learning Needs and Education Tribunal Act. The identified priorities and actions were informed through an extensive evaluation of current practice, the details of which can be found in the *Central South State of the Region Summary Report*.



The purpose of this plan is to align support to the objectives of the Additional Learning Needs and Education Tribunal Act so that local authorities, consortia, schools, further education colleges and local health boards collaborate to transform the expectations, experiences and outcomes for children and young people with additional learning needs. This plan of action that will assist in:

- ensuring that all learners with ALN are supported to overcome barriers to learning
- improving the planning and delivery of support for learners from 0-25 with ALN, placing learners needs, views, wishes and feelings at the heart of the process
- identifying needs early and putting in place timely and effective interventions which are monitored and adapted to ensure they deliver desired outcomes.



## Reporting, monitoring and governance arrangements

The ALN Transformation Lead reports through regular meetings with the Host Director (RCT) and a termly update is provided for the Director's Group and the Managing Director of the Central South Consortium. The Transformation Lead meets on a monthly basis with the Lead Director for Inclusion (Merthyr) and attends the termly Directors' Inclusion Group to agree joint regional strategic priorities. The Transformation Lead meets on a monthly basis with the Regional Inclusion Group to identify and monitor the impact of regional and local activities to support the implementation of the transformation programme.

In order to deliver on the Transformation Programme further engagement from partners such as children and adult services, further education institutions and health boards is needed to contribute to the strategic direction, monitoring and evaluating progress and developing accountability frameworks.

Progress against the action plan will be tracked using BRAG status as follows:

Progress Commentary	
<b>B - Blue</b>	Activities have been completed, all performance factors have been achieved (time/quality/financial targets). No further action required

<b>R - Red</b>	Significant issues identified with project/activities that require corrective action in order to meet identified objectives. The project manager or activity owner requires additional assistance to handle the issues. Identified issues need to be escalated to the steering group for immediate consideration.
<b>A - Amber</b>	Issues have been identified with the activities that will or may negatively impact on performance. The project manager or activity owner are able to resolve the problem or make corrective decisions without assistance. Awareness of the identified issues should be raised with the steering group for consideration. The project manager should carefully monitor and manage the risk.
<b>G - Green</b>	Activities proceeding to plan, all factors are within agreed acceptable variance levels. No further action required.

### Transformation Programme Grant

The Transformation Grant is allocated to the host authority, Rhondda Cynon Taf County Borough Council. The 2018-19 allocation of £783,000 is to be used to deliver actions identified in the regional ALN Implementation Plan. The grant spend will be monitored by the host authority. The method of payment to partners will be done through a combination of journal transfers, direct invoicing or service level agreements depending on the activity. Apportioning of grant spend will be decided collectively through the Regional Inclusion



Group and Director's Inclusion Group. Formal reporting arrangements will be established to ensure compliance of grant spend against agreed actions.

As per grant conditions, it is understood by all partners, that any element of the grant that is un-spent will be re-claimed by the Welsh Government. To avoid such situations, partners will be required to provide financial updates on an agreed basis. Any potential under-spend can be re-directed to other priority areas by the Regional Inclusion Group. The cost of any over-spend will be borne by the partner organisation.

### Allocation of grant spend 2018-19

Local Authorities	Further Education Colleges	Health Boards	Schools	Consortia	Total
£166,000	£100,000	£60,000	£442,000	£15,000	£783,000

## PRIORITY 1

### Create a multi-agency, multi-disciplinary regional implementation plan that underpins the successful transition to the new way of working

#### Objectives:

<b>1.1</b>	Establish a steering group to provide strategic direction in developing a joint and shared vision for effective multi-agency collaboration for the new way of working.
<b>1.2</b>	Develop strategic partnerships with local health boards
<b>1.3</b>	Develop collaborative working arrangements with children's and adult social care services
<b>1.4</b>	Improve strategic links at a regional and local level with further education colleges to develop an agreed vision for inclusion and supporting the needs of learners with additional learning needs.
<b>1.5</b>	Create a multi-disciplinary ALN Transformation Project Board to ensure a consistent and regional approach to local implementation.
<b>1.6</b>	Increase capacity within the region to develop effective principles, policies and working practices to meet needs of the Act.

#### What will be done in 2018-19:

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
<b>1.1</b>	Partner agencies across the region approached to discuss statutory multi-agency implications of ALNET Act and the need for active engagement.  Members of regional strategic steering group agreed	Key officers from Health, Children's Services, Adult Services and Education and Central South Consortium identified across the region  Inaugural meeting of ALN Transformation Programme steering group takes place and agrees terms of reference.	Dec 2018  Feb 2019	Time from: ALN TL, Inclusion Leads, Education Directors, Social Care Service Directors, Senior Medical Officer, Consortium officers.	ALN TL	
<b>1.2</b>	Transformation Lead to meet with Cwm Taf	Cwm Taf and Cardiff and the Vale Health	Nov 2018	ALN TL and Senior Medical	ALN TL and SMO	

	<p>and Cardiff and the Vale Executive Health Boards.</p> <p>Roadshows completed in both Health Boards</p>	<p>Boards engaged with ALN TL on joint approaches to delivering statutory responsibilities.</p> <p>Targeted health professionals increase awareness and knowledge of the statutory implications of the ALNET Act</p>	<p>Mar 2019</p>	<p>Officer time.</p> <p>ALN TL and SMO time</p>	<p>ALN TL and SMO</p>	
1.3	<p>Transformation Lead meets with Directors of Children's and Adult Services to explore local cross-directorate working practices</p> <p>Identify key staff that need further training on the ALNET Act.</p>	<p>Senior Leaders in social care have improved knowledge of the statutory implications of ALNET Act. There is a shared understanding of how the ALNET Act and Wellbeing Act 2014 complement each other.</p> <p>Content and dates for training plan agreed.</p>	<p>Nov 2018</p> <p>March 2019</p>	<p>ALN TL and support from Directors of Education to facilitate joint cross-directorate working</p> <p>ALN TL time and specialist LA staff</p>	<p>ALN TL</p> <p>ALN TL and LA IL</p>	
1.4	<p>Transformation Lead and FE Transformation Lead to meet with strategic leads from Bridgend College, Coleg y Cymoedd, Merthyr College and Cardiff and the Vale College.</p>	<p>All colleges engage with ALN TL and FE ALN TL to agree on regional and local priorities for improvement.</p> <p>Service level agreements established with each college to support delivery of agreed regional and local priorities.</p>	<p>July 2018</p> <p>Sept 2018</p> <p>Dec 2018</p>	<p>ALN TL and FE ALN TL time</p>	<p>ALN TL and FE TL</p>	

		FE representatives identified for Regional Inclusion Group and Steering group.				
<b>1.5</b>	Transformation Lead meets with Regional Inclusion Group to agree on change of focus and increase membership to include wider partners.	Terms of reference established, increased membership agreed and meeting schedule arranged for the year.	Oct 2018	ALN TL and LA IL time	ALN TL and IL	
<b>1.6</b>	Secure services of a Project Manager.	<p>Project manager in post.</p> <p>Inclusion Leads relieved of responsibility for co-ordinating ALN transformation projects. Project manager takes up day to day responsibility across the region for co-ordinating all identified work streams and creating a quality assurance framework.</p> <p>SLAs or legally binding agreements created for all recipients of grant spend detailing deliverables, funding, timescales and reporting mechanisms.</p>	<p>Sept 2018</p> <p>Sept 2018</p> <p>Oct 2018</p>	£35,000 - Bridgend LA	Bridgend LA	

## PRIORITY 2:

**Deliver an awareness raising programme that ensures all professionals, school governors, parents, carers, children and young people and the third sector receive timely information about the reforms and associated timescales.**

### Objectives:

<b>2.1</b>	Develop an agreed communication strategy to support the implementation of the ALNET Act
<b>2.2</b>	Ensure consistency in approach by creating capacity at a regional level to co-ordinate the communications strategy
<b>2.3</b>	Ensure that all activities, materials and documentation are provided bilingually.
<b>2.4</b>	Continue to use a range of strategies to engage and raise awareness of all partners working with children and young people with additional learning needs.
<b>2.5</b>	Promote effective practice in relation to ALN and Inclusion by working with all partners, identifying best practice, developing case studies and sharing through local and regional systems.

### What will be done in 2018-19:

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
<b>2.1</b>	Transformation Lead to create a Communication Plan	Draft Communication Plan presented to Regional Inclusion Group and Central South Consortium for consultation	June 2018	ALN TL time	ALN TL	
		Regional Communication Plan to be agreed and signed off.  Individual LAs and consortium promote all activities related to ALN and the ALN transformation programme	Sept 2018	LA IL	LA IL	
<b>2.2</b>	Identify a Regional Communications Officer	LA Inclusion Leads to explore capacity within internal	Aug 2018	ALN TL and LA IL time	RCT	

		Communications Teams. Regional Communications Officer takes up responsibility and enacts the Regional Communications Plan.	Sept 2018	£10,000 – RCT		
2.3	All planned activities and supporting Welsh medium materials to be contemporaneous with English medium materials	Secure arrangements with GwE for high quality Welsh medium translation provision for key documentation.	Apr 2018	£5,000 - GwE	ALN TL	
		Secure local arrangements for simultaneous translation for all planned activities	Sept 2018	£10,000 – CSC	ALN TL	
2.4	Timetabled activities planned as part of awareness raising programme for partners	Collaborate with Governor Services for the Central South Consortium to identify dates.	Sept 2018	Governor Services and ALN TL Time	ALN TL CSC	
		ALN TL to deliver school governor awareness training in each LA	Mar 2019	ALN TL Time	ALN TL	
		ALN TL to support LA ILs to inform individual Scrutiny Committee members of progress against the ALN Transformation Plan.	Mar 2019	ALN TL and IL time	ALN TL and IL	
		ALN TL to attend head teacher meetings in all LAs to update on expectations and progress	Mar 2019	TL time	ALN TL and IL	
				TL time	ALN TL and IL	

		Arrangements confirmed to report to Public Service Boards				
<b>2.5</b>	Practice worth sharing Identified and promoted across the region	<p>Arrangements agreed for TL to meet with all LA Inclusion teams and consortium staff</p> <p>ALN TL successfully met with all LA Inclusion Teams with agreed achieved on what constitutes good practice for preparing for the ALNET Act.</p> <p>TL to attend ALNCo forums in each LA to ensure consistency in the dissemination and promotion of key messages.</p>	<p>Sept 2018</p> <p>Jan 2019</p> <p>Mar 2019</p>	<p>ALN TL, CSC, and IL time</p> <p>ALN TL and wider LA inclusion teams</p> <p>ALN TL and LA IL time</p>	<p>ALN TL and IL</p> <p>ALN TL and IL</p> <p>ALN TL</p>	





### PRIORITY 3

Implement a comprehensive workforce development plan that is compliant with the ALNET Act and complementary to the wider national education reforms.

#### Objectives:

3.1	Develop a coherent and comprehensive professional learning offer for staff working with pupils ALN.
3.2	Develop school-led collaborative improvement models for ALN.
3.3	Increase the capacity of professionals to become research-engaged and well-informed about good practice in meeting the needs of pupils with ALN.
3.4	Develop support for schools to implement the principles of schools as learning organisations to include the needs of all pupils.
3.5	Ensure that all school improvement professionals are competent in supporting schools to implement the new way of working.
3.6	Ensure that LA-based staff are well-informed about the ALN Transformation Programme and how it supports the wider educational reforms.

#### What will be done in 2018-19:

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
3.1	Training	Senior leaders and	Oct	£79,000 -	ALN TL,	

<p>sessions arranged for all mainstream settings to impart information on the requirements of the Act and the Welsh Government e-learning materials available to support the ALN Transformation programme.</p> <p>Opportunities arranged to develop cluster approaches to improving ALN practice.</p> <p>Provide</p>	<p>ALNCos from all mainstream settings in each LA receive training on the statutory requirements of the Act and a copy of the school ALN readiness survey.</p>	2018	schools	Inclusion Lead from each LA, PLO Lead, CSC
	<p>Senior leaders and ALNCos ensure all staff are timetabled to complete the Eleisha e-learning materials on the ALN Transformation Programme.</p>	Mar 2019		
	<p>Senior leaders and ALNCos from all mainstream settings in each LA complete school ALN readiness survey including an analysis of whole-school effectiveness in implementing Person Centred Practice</p>	Nov 2018	£79,000 - schools	
	<p>All ALNCOs or senior leads to have met together to discuss the results of the school ALN readiness survey and identify cluster strengths and gaps. All clusters to have nominated an ALN Transformation Cluster Lead.</p>	Dec 2018	£39,000 - schools	
	<p>ALN Transformation Cluster Lead collates information from each school and creates a cluster analysis of need.</p>	Jan 2019	£12,000 - schools	
		Jan 2019	£6,000 - schools	
		Jan 2019	£5,000 – Local Authorities	ALN TL and PLO lead
		Mar 2019	£39,000 - schools	

	<p>information to schools on the Code of Practice and the professional learning opportunities available to ensure compliance with the requirements of the ALNET Act.</p> <p>Opportunities created for senior leaders and ALNCos to create ALN Transformation action plans incorporating the region's professional learning offer</p> <p>Develop a National Professional Learning Offer for ALNCos in conjunction with Welsh Government.</p>	<p>ALN Transformation Cluster Leads to meet with ALN Transformation Lead, Professional Learning Offer Lead, CSC and LA Inclusion Lead to feedback on cluster/local/regional needs.</p> <p>ALN Transformation Lead, Professional Learning Offer Lead and Inclusion Leads to develop a professional learning offer that enables all schools to become compliant with the ALNET Act. ALN professional learning offer and implications of the code of practice shared with all schools.</p> <p>ALN Transformation Plan created in all schools across the region</p> <p>Cluster ALN leads collate individual school plans and create a cluster action plan.</p> <p>Programme priorities confirmed and common outline design agreed.</p>	<p>Mar 2019</p> <p>Sept 2018</p> <p>Mar 2019</p>	<p>£79,000 - schools</p> <p>£6,000 - schools</p> <p>ALN TL Time</p> <p>£5,000 - targeted school leaders</p>		
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		Multi-disciplinary regional writing teams established and select modules completed.				
<b>3.2</b>	Provide opportunities for collaborative school-led improvement approaches to refine practice for learners with ALN.	<p>All special schools and PRUs to attend regional training session on ALN transformation programme.</p> <p>All special schools and PRUs to complete school ALN Act readiness survey and create a cluster action plan for sharing good practice and addressing identified gaps.</p> <p>All special schools and PRUs trial new LA IDPs and conduct standardisation and moderation activities to ensure consistency across the region. In conjunction with LA SEN staff and agree template for adoption across the region.</p> <p>Special schools and PRUs to create a plan with LAs and CSC to offer professional learning opportunities on leadership for effective IDP practice for resource bases.</p>	<p>Oct 2018</p> <p>Dec 2018</p> <p>Feb 2019</p> <p>Mar 2019</p>	<p>£2,500 – special schools and PRUs</p> <p>£5,000 – special schools and PRUs</p> <p>£10,000 – special schools and PRUs</p> <p>£500 – special schools and PRUs</p>	<p>VoG, ALN TL, lead special school, lead challenge adviser</p> <p>LA IL, CSC Special schools</p> <p>LA IL, CSC Special schools</p>	
<b>3.3</b>	Develop cross-	Links established	Oct	Time from	ALN TL	

	<p>regional opportunities in research and inquiry for ALN.</p> <p>Improve knowledge on current ALN action research practice across the region so that schools can be signposted accordingly.</p>	<p>with the CSC Research and Enquiry Board. Expertise identified for quality assuring validity and reliability of ALN focused school improvement initiatives, programmes or projects.</p> <p>TL, CSC and LAs to have a map of all ALN focused school improvement initiatives, programmes or projects currently underway in schools.</p>	<p>2018</p> <p>Mar 2018</p>	<p>ALN TL and CSC staff</p> <p>Time from ALN TL, Senior CAs and LA inclusion officers</p>	<p>ALN TL, Senior CAs, LA ILs</p>	
<b>3.4</b>	<p>Increase knowledge of schools that provide highly effective inclusive practices through operating as learning organisations.</p>	<p>ALN TL and CSC lead for SLOs to identify schools that can demonstrate sustained and embedded leadership practices that impact positively on marginalised and vulnerable learners.</p> <p>ALN TL and CSC develop a shared understanding of the principles and practices for inclusive education and agree what additional quantitative and qualitative data should be collected to create a more balanced view on the effectiveness of schools in meeting the needs of marginalised and vulnerable learners.</p>	<p>Nov 2018</p> <p>Jan 2019</p>	<p>ALN TL, SLO Lead Officer</p> <p>ALN TL, Challenge Advisers and LA ILs</p>	<p>ALN TL and CSC</p> <p>ALN TL, CSC and LA IL</p>	
<b>3.5</b>	Provide	Briefing session	Apr	Time for	ALN TL	

	opportunities for Challenge Advisers and strategic staff to increase knowledge of the ALNET Act and corresponding code of practice	<p>completed and Challenge Advisers and strategic staff have an improved understanding of the implications of the ALN Act.</p> <p>Briefing sessions completed and relevant staff have an understanding of the regional approach to developing a professional learning offer and school-led improvement models to improve leadership and provision for ALN.</p> <p>Briefing sessions completed and relevant staff have a better understanding of the mandatory code of practice and how best to support schools in delivering a graduated response to meeting the needs of learners with ALN.</p>	2018	ALN TL		
			Oct 2018	Time for ALN TL	ALN TL	
			Jan 2019	Time for ALN TL	ALN TL	
<b>3.6</b>	Provide opportunities for LA specialist staff to increase knowledge of ALN transformation programme and develop consistent practice across the region.	<p>Regional event for LA SEN statementing/ case work officers on IDP implementation completed.</p> <p>Regional SEN officers' group established and timetabled to meet on a termly basis to agree common approaches to implementation. Agree plan of action.</p>	Oct 2018	£5,000 - LAs	LA ILs	
			Dec 2018			
			Dec 2018	ALN TL time	ALN TL, LA ILs	
			Mar 2019	£1,000 - LAs	ALN TL and PLO Lead	

	<p>Inclusion Officers to improve knowledge of wider curriculum reforms.</p>	<p>Briefing sessions on ALN Transformation Programme for wider Inclusion Teams completed in each LA.</p> <p>Regional briefing sessions on wider curriculum reforms completed. Inclusion staff aware of their role as change agents in schools and how the ALN Transformation Programme, professional standards, new curriculum and schools as learning organisations are inter-dependent for improving outcomes for all learners.</p>				
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#### PRIORITY 4:

**Develop support and provision for post compulsory school-aged learners through identifying local and potential regional offers.**

#### Objectives:

<b>4.1</b>	Work in partnership with further education colleges to scope what is available at a local level and identify gaps in provision.
<b>4.2</b>	Work collaboratively with strategic partners to consider the feasibility of regional specialist provision for learners with complex needs.
<b>4.3</b>	Create guidance for young people detailing the local offer.
<b>4.4</b>	Identify professional development needs of further education staff to meet learner needs.
<b>4.5</b>	Implement the transition protocols developed by each LA to improve transition to further education.
<b>4.6</b>	Support innovative pilots to enhance transition arrangements from schools to colleges.

#### What will be done in 2018-19:

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
4.1	Arrange joint working opportunities between each LA and local college to analyse current provision.  Develop an understanding of what needs to be in place	Named FE staff and Inclusion Leads in each LA have met and agreed the scope of analysis.	Oct 2018	£25,000 – FE colleges	ALN TL FE FE Leads LA IL	
		Each FE and LA completed a map and gap analysis of local need.	Mar 2019		FE leads and LA ILs	
		All colleges to have a secure understanding of gaps in provision for Welsh medium education and what regional solutions could be considered to address needs.	Mar 2019		FE leads and ALN FE TL	
			Oct 2018			
			Dec 2019			



	for compliance with the ALNET Act.	All colleges completed the ALNET Act-Readiness Survey and have an understanding of what systems, processes and procedures need to be developed for compliance with the ALNET Act.  Regional and local plans created to address areas for improvement to ensure compliance with ALNET Act.				
<b>4.2</b>	Scrutiny of data provided by WG of the number of learners with complex needs within the region accessing attending specialist colleges.	Analysis of complex learners to scope potential future demand across the region.  Initial work undertaken across the region to develop a shared understanding between LAs and colleges of the role of FEIs in meeting the needs of learners with complex needs.  Initial discussions with health and social services completed with agreement secured to explore future joint funding arrangements.	Mar 2019  Mar 2019  Mar 2019	£10,000 – FE Colleges	ALN TL FE, FE leads and LA ILs   ALN TL and FE TL	
<b>4.3</b>	Improve awareness of provision in local FE colleges for	All colleges to develop literature detailing the services and provision available	Mar 2019  Mar	£15,000 – FE colleges	ALN TL FE  FE	

	young people with ALN	<p>for learners with ALN.</p> <p>All colleges to engage with Inclusion Leads and arrangements in place to promote local offers and explain transition processes at ALNCo forums (or similar)</p> <p>Communications strategy in place in each college to promote the ALNET Act.</p> <p>Plan of action identified to develop external and internal websites and management information systems that are fit for purpose.</p> <p>Formal arrangements developed for consulting with students and parents/carers.</p> <p>Arrangements in place to explore mediation and disagreement resolution.</p>	<p>2018</p> <p>Sept 2018</p> <p>Mar 2019</p> <p>Mar 2019</p> <p>Mar 2019</p>		<p>Leads and LA ILs</p> <p>ALN TL FE and FE Leads</p>	
<b>4.4</b>	Create professional development opportunities for staff that increase awareness of the ALNET Act and good practice for	<p>Audit of skills completed in all colleges.</p> <p>Analysis of local strengths and areas for development completed.</p>	<p>Nov 2018</p> <p>Dec 2018</p> <p>Jan 2019</p> <p>Mar</p>	£45,000 – FE colleges	<p>ALN TL FE and FE leads</p>	

	supporting learners with ALN.	<p>Analysis of regional strengths and areas for development completed.</p> <p>Local and regional professional development plans completed. Joint commissioning arrangements agreed for common development areas with involvement of LA Inclusion Leads to scope possibility of contributing to the professional development programme for FE staff</p> <p>Timetable in place to ensure targeted staff complete Tier 1 Eleisha e-training on the ALNET Act.</p>	<p>2019</p> <p>Jan 2019</p>		<p>ALN TL FE and LA ILs</p> <p>ALN TL FE and FE Leads</p>	
<b>4.5</b>	Ensure that the transition protocols created by the Transition Working Groups in each LAs are shared with strategic leaders in all colleges across the region	<p>Local multi-agency working parties to consult on transition protocol and strategic agreement secured between FE senior leaders in each college with LAs.</p> <p>Transition protocols between LAs and local colleges to be implemented as part of the transition arrangements for supporting September 2019 entry for learners with ALN.</p>	<p>Dec 2018</p> <p>Mar 2019</p>	£3,000 – FE colleges	ALN TL FE, FE lead FE Leads and LA ILs	
<b>4.6</b>	Joint planning between LAs and FE colleges	LA and college agree on which students will be	May 2018	£2,000 – FE colleges	VoG FE Lead	

	<p>to agree on a pilot for named students with statements transferring to post compulsory school-aged education.</p>	<p>included in the pilot.</p> <p>Identified young people with LA statements transition to college.</p> <p>Termly reporting arrangements completed with emphasis on quality assuring the effectiveness of the IDP in addressing needs and securing qualitative and quantitative improvements.</p> <p>College to collect on-going data to prepare for case study analysis for sharing at a regional level to inform future developments.</p>	<p>Sept 2018</p> <p>Mar 2019</p>			
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**PRIORITY 5:**

**Ensure that the new statutory expectations for early years are understood and delivered and that appropriate support is provided to increase capacity in early years' settings.**

**Objectives:**

<b>5.1</b>	Secure engagement from strategic partners to improve multi-agency working and develop a shared understanding of assessment and evidence-based practice to meet needs.
<b>5.2</b>	Develop a regional approach to the early years' ALN lead role to secure compliance by 2019
<b>5.3</b>	Develop a regional training plan that covers raising awareness of the ALNET Act, trains practitioners in PCP, identifies and disseminates good practice in early years' provision across the region.

**What will be done in 2018-19:**

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
<b>5.1</b>	Improve engagement with strategic partners.	Cross-regional multi-agency working party established with agreed TOR	Nov 2018	Multi-agency working party	Merthyr LA	
<b>5.2</b>	Improve collective awareness of current practice across the region for supporting ALN in early years settings	Regional multi-agency working party created and scoping analysis completed on how each LA currently supports ALN in early years' settings and what needs to change to meet the new statutory duties	Nov 2018	£30,000 - Merthyr	Merthyr LA	
			Jan 2019	Working party		
			Feb 2019	Working party		
		Cross-directorate and financial implications identified and shared with strategic leaders in health, children's	Mar 2019	Working party	ALN TL and LA ILs	
				Working party		

		<p>services and education.</p> <p>Draft job description available for consultation with strategic leaders</p> <p>Collective agreement obtained on a regional approach to developing effective multi-agency practice in supporting ALN in early years' settings. Joint understanding secured regarding preventative approaches and evidence-informed practice for early interventions.</p>				
5.3	<p>Improve professional development of staff working in early years' settings</p>	<p>Raising awareness events for Early Years' settings completed detailing the expectations of the code of practice and how to prepare for compliance with the ALNET Act</p> <p>Training programme created by working party which promotes the agreed universal preventative approaches, evidence-informed interventions and PCP. Multi-agency participation to deliver professional</p>	<p>Mar 2019</p> <p>Mar 2019</p>	<p>£20,000 - LAs</p>	<p>Merthyr LA</p>	

		development programme agreed.				
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#### PRIORITY 6:

**Improve strategic engagement with health to support the establishment of the statutory role of the Designated Educational Clinical Lead Officer and develop shared expectations and supportive working practices.**

#### Objectives:

<b>6.1</b>	Map and gap analysis undertaken across each local health board to identify strengths and areas for development.
<b>6.2</b>	Formal strategic liaison mechanisms established between local health boards and LAs to develop joint assessment approaches.
<b>6.3</b>	Develop and promote shared understanding of preventative approaches and evidence-informed interventions.
<b>6.4</b>	Identify training needs of health professionals in relation to the ALNET Act.
<b>6.5</b>	Provide support for appropriate health professional to develop person-centred-practice.

#### What will be done in 2018-19:

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
<b>6.1</b>	Improve knowledge on practice across the region to support children	Cwm Taf and Cardiff and the Vale health boards to have a definitive grasp of the range	Dec 2018	£20,000 – Health Boards	DECLO	

	and young people with ALN.	of services across the region identifying areas of strength and capacity as well as improvements needed to comply with the Assurance Framework.				
<b>6.2</b>	Develop mechanisms for strategic dialogue between health and education.	Named DECLO identified in both health boards.  Timetabled arrangements in place for DECLOs, ALN TL and LA Inclusion Leads to meet regularly to shape local and regional practice.	Sept 2018  Nov 2018	£5,000 – Health Boards	DECLO LA IL	
<b>6.3</b>	Opportunities created to develop a shared understanding on good practice for children and young people with ALN	DECLOs to have established multi-disciplinary working party for both local health boards to include health professionals, inclusion officers and children’s services.  Secure agreement on what good practice should be promoted at a universal level across all educational settings. Develop a shared understanding of targeted interventions and agree on most effective implementation methods in school or clinical settings.	Dec 2018  Mar 2019  Mar 2019	£15,000 – Health Boards  £10,000 - LAs	DECLO LA ILs  DECLO LA ILs	



		Initial work undertaken to develop agreed understanding of thresholds for specialist clinical interventions				
<b>6.4</b>	Improve professional development opportunities in ALN for health professionals	DECLOs to complete skills audit of health professionals and identify what additional training staff require in relation to the ALNET Act.  Training programme created.	Jan 2019  Mar 2019	£15,000 – Health Boards	DECLO	
<b>6.5</b>	Increase knowledge of key members of staff.	DECLOs to have completed an analysis of what key members of staff should undertake training on PCP.  DECLO to commission training for PCP  PCP training completed for key members of staff	Dec 2018  Jan 2019  Mar 2019	£5,000 – Health Boards	DECLO  DECLO  DECLO	

**PRIORITY 7:**

**Review and improve Welsh medium provision and specialist support to increase regional capacity.**

**Objectives:**

<b>7.1</b>	Conduct an analysis of the prevalence of ALN and level of need in the Welsh medium sector in each LA.
<b>7.2</b>	Map Welsh medium provision and support available across the region.
<b>7.3</b>	Increase sharing of good practice for ALN in the Welsh medium sector.
<b>7.4</b>	Analyse pupil transfers from Welsh medium to English medium settings and establish if they are related to ALN.
<b>7.5</b>	Ensure that the regional ALNET Act transformation implementation plan supports and complements regional WESP priorities.

**What will be done in 2018-19:**

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
7.1	Improve knowledge of the level of need in each LA and across the region in relation to ALN in Welsh medium schools.	All LAs to provide an analysis of prevalence of ALN in Welsh medium sector and identifying trends overtime and how these compare or differ from the English medium sector.  Identify areas of growing need and establish a regional approach to developing professional learning opportunities for Welsh medium settings	Dec 2018  Mar 2019	£3,500 - LAs	Cardiff LA	
7.2	Identify current	All LAs to complete	Dec	£2,000 - LAs	Cardiff	

	capacity from LA-based specialist ALN staff to meet local and regional demands.	<p>analysis on LA-based specialist staff and identify if there is sufficiency and potential capacity to support development in neighbouring LAs.</p> <p>LAs to have completed an analysis of all specialist provision (eg SRB, PRU, Special School/class) available locally and establish if this meets likely future demand.</p> <p>Where gaps in specialist provision are anticipated, consideration given to developing regional approaches to meet demand.</p> <p>Regional report completed and provided to Directors on the analysis of meeting the needs of ALN pupils in the Welsh medium sector.</p>	<p>2018</p> <p>Dec 2018</p> <p>Mar 2019</p> <p>Mar 2019</p>		LA	
<b>7.3</b>	Continue to support and improve mechanisms for sharing good practice for ALN in Welsh medium settings.	<p>Regional agreement on good practice secured in terms of universal and targeted evidence-informed approaches.</p> <p>Quality assurance mechanisms in place to identify practice worth sharing across the region.</p>	<p>Dec 2018</p> <p>Jan 2019</p> <p>Feb 2019</p>	£5,000 - LAs	Cardiff LA	

		<p>Research informed literacy interventions promoted across the region</p> <p>All LAs have secure knowledge of schools with good practice across the region.</p> <p>Regional plan in place to develop formal school-to-school improvement approaches.</p>	Mar 2019			
7.4	<p>Improve knowledge of the capacity of Welsh medium settings to provide support for pupils with ALN.</p>	<p>All LAs to have completed analysis of trends in relation to pupils who have left Welsh medium education at the end of an academic year or transferred mid-year to English medium settings, and establish if the reasons for this are related to ALN.</p>	Mar 2019	£1,500 - LAs	LA ILs	
7.5	<p>Ensure the co-production of Welsh-medium sector statutory strategic plans to improve ALN practices.</p>	<p>Agreement secured between the ALN TL and Lead Challenge Adviser in developing practices that are mutually beneficial to the actions identified in the WESP and the ALNET Action Plan.</p> <p>Monitoring arrangements</p>	<p>Sep 2018</p> <p>Oct 2018</p>	ALN TL and Lead Challenge Adviser	Lead CA and ALN TL	

		established to ensure continued congruence of both plans				
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## PRIORITY 8:

**Support the rights of the child and young person with ALN through the development of user-friendly practices that clearly explain processes and what support they can expect to receive as well as promoting their rights of appeal.**

### Objectives:

8.1	Embed the practice of ensuring that all pupils with ALN have a say in what is important for and to them.
8.2	Establish parent forums and consultative groups of children and young people to actively seek views of how best to provide support about the new ALN system.
8.3	Ensure that children and young people are fully consulted on developing easily accessible mediation and dispute resolution services that meet their needs.
8.4	Work with schools, early years' settings and colleges to develop a shared understanding of the role of informal mediation at the most local level possible.
8.5	Develop mediation and dispute resolution pathways for young adults who wish to challenge the contents of their IDPs or its provision

### What will be done in 2018-19:

Ref	Action	Target	By when	Cost/ Resources	Owner	Progress/ BRAG status
8.1	Continue to ensure that the needs of learners remain at the heart of the new system.	LAs to audit effectiveness of whole-school approaches to PCP and identify schools with practice worth sharing.	Mar 2019	£5,000 - LAs	LA ILs	
8.2	Create opportunities for parents, carers and children and young people to be involved in transforming local arrangements.	All LAs to have established parent/carer groups so that from the very earliest stage they help inform the direction of travel.  Work with parents and carers to scope what needs to be done so that	Nov 2018	£20,000 – LAs	LA ILs	
			Jan 2019		LA ILs	
			Mar 2019		LA ILs	
			Dec			

		<p>local arrangements and system are accessible to all users.</p> <p>Create action plan of identified areas for development.</p> <p>All LAs to have a timetable in place of when consultation on the ALN Transformation Programme will take place with children and young people (eg Grand Council/ Youth Forum/Student Conference)</p>	2018			
8.3	Co-ordinate opportunities so that parents and carers are actively involved in creating mediation services that meet their needs	<p>Holos to pilot the CSC Mediation and Dispute Resolution Handbook with groups of parents across the region to identify what is valued and what needs improving.</p> <p>Holos to update the CSC Mediation and Dispute Resolution handbook following feedback from parent groups.</p> <p>Regional approach adopted by all LAs to address needs as identified by parents and children and young people.</p>	<p>Nov 2018</p> <p>Jan 2019</p> <p>Feb 2019</p>	£5,000 – LAs	<p>Merthyr LA</p> <p>Merthyr LA</p> <p>LA ILs</p>	
8.4	LA trained staff to disseminate	Half-day training provided to	Nov 2018	£40,000 - Schools	LA ILs	

	<p>information on the CSC Mediation and Dispute Resolution Handbook to all schools to ensure learners and parents/carers have access to high-quality support.</p>	<p>appropriate members of school staff on the CSC Regional good practice guidance materials created by Holos. Schools identify strengths and development needs and create corresponding action plans to improve early mediation support for parents and learners.</p> <p>Holos to work with identified clusters of schools across the region evaluate the effectiveness of the CSC Mediation and Dispute Resolution approach.</p>	<p>Mar 2019</p> <p>Mar 2019</p>	<p>£40,000 - schools</p> <p>£3,000 LAs</p>	<p>LA ILs</p> <p>Merthyr LA</p>	
8.5	<p>Develop accessible pathways for young people who wish to challenge the content of their Individual Development Plans.</p>	<p>Holos to undertake further work on the CSC Mediation and Dispute Resolution Handbook by consulting specifically with children and young people across the region about how best to support them in challenging the content of their IDPs or the provision they receive.</p>	<p>Mar 2019</p>	<p>£5,000 LAs</p>	<p>Merthyr LA</p>	



**WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015 ASSESSMENT**

<ul style="list-style-type: none"> <li> <b>Project Description (key aims):</b>                      The developments of the ALNET Act (2018) in Wales and the work undertaken across the CSC region to prepare for the introduction of the ALNET Act and how as a LA we are preparing for it                 </li> </ul>	
<b>Long-term</b>  (The importance of balancing short term needs with the need to safeguard the ability to also meet long term needs)	<b>1. How does your project / activity balance short-term need with the long-term and planning for the future?</b>
	The implementation plan balances the need for a short, medium and long-term approach to the introduction of the ALNET Act.
<b>Prevention</b>  (How acting to prevent problems occurring or getting worse may help public bodies meet their objectives)	<b>2. How does your project / activity put resources into preventing problems occurring or getting worse?</b>
	The implementation plan clearly identifies the resources required in order to ensure that all stakeholders are fully prepared for the implementation of the ALNET Act. The focus of the ALNET Act is upon early identification of need and provision in place to meet the need.
<b>Integration</b>  (Considering how the public body's well-being objectives may impact upon each of the wellbeing goals, on their objectives, or on the objectives of other public bodies)	<b>3. How does your project / activity deliver economic, social, environmental &amp; cultural outcomes together?</b>
	The implementation plan addresses the need for a coherent delivery of economic, social, environmental and cultural outcomes. The ALNET Act ensures that the outcomes come together for these four aspects.
<b>Collaboration</b>  (Acting in collaboration)	<b>4. How does your project / activity involve working together with partners (internal and external) to deliver well-being objectives?</b>

with any other person (or different parts of the body itself) that could help the body meet its well-being objectives)	The ALNET Act addresses the need to work in partnership, this is a key principle in order to create a unified system.
<b>Involvement</b>  (The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves)	<p data-bbox="427 454 1445 555"><b>5. How does your project / activity involve stakeholders with an interest in achieving the well-being goals? How do those stakeholders reflect the diversity of the area?</b></p> <p data-bbox="427 566 1445 633">The ALNET Act ensures that children and young people, parents and carers are at the heart of the system.</p>

<b>Description of the Well-being goals</b>	<b>How will your project / activity deliver benefits to our communities under the national well-being goals?</b>	<b>Is there any way to maximise the benefits or minimise any negative impacts to our communities (and the contribution to the national well-being goals)?</b>
<p data-bbox="148 1485 571 2047"><b>A prosperous Wales</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of</p>	<p data-bbox="595 1485 1010 1585">The ALNET Act addresses the need to extend the age range from 0-25</p>	<p data-bbox="1034 1485 1445 1585">The impact on local communities will be monitored</p>

the wealth generated through securing decent work.		
<p><b>A resilient Wales</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	The ALNET Act addresses the need for support for the resilience of children and young people with ALN.	The impact on local communities will be monitored
<p><b>A healthier Wales</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	The ALNET Act addresses the need for the physical and mental well-being of children and young people to be maximised.	The impact on local communities will be monitored
<p><b>A more equal Wales</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>	The ALNET Act addresses the need for all children and young people with ALN to fulfil their potential.	The impact on local communities will be monitored
<p><b>A Wales of cohesive communities</b> Attractive, viable, safe and well-connected communities.</p>	The ALNET Act addresses the need for children and young people with ALN to be a part of safe and well-connected communities.	The impact on local communities will be monitored
<p><b>A Wales of vibrant culture and thriving Welsh language</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>	The ALNET Act addresses the need for children and young people with ALN to be a part of a vibrant Welsh culture.	The impact on local communities will be monitored
<p><b>A globally responsible Wales</b> A nation which, when doing anything to improve the economic, social, environmental and cultural</p>	The ALNET Act addresses the need to consider the impact upon a positive contribution to global well-being.	The impact on local communities will be monitored

well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.		
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Protected characteristics	Will your project / activity have any positive impacts on those with a protected characteristic?	Will your project / activity have any negative impacts on those with a protected characteristic?	Is there any way to maximise any positive impacts or minimise any negative impacts?
Age:	Yes	No	Implementation of the ALNET ACT will be monitored
Gender reassignment:	Potentially yes	No	Implementation of the ALNET Act will be monitored
Marriage or civil partnership:	No	No	Implementation of the ALNET Act will be monitored
Pregnancy or maternity:	No	No	Implementation of the ALNET Act will be monitored
Race:	Potentially yes	No	Implementation of the ALNET Act will be monitored
Religion or Belief:	Potentially yes	No	Implementation of the ALNET Act will be monitored
Sex:	Potentially yes	No	Implementation of the ALNET Act will be monitored
Welsh Language:	Potentially yes	No	Implementation of the ALNET Act will be monitored

<b>Compiling Officers Name:</b>	Michelle Hatcher
<b>Compiling Officers Job Title:</b>	Group Manager Inclusion and School Improvement
<b>Date completed:</b>	16 September 2018

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