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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.*

*We welcome correspondence in Welsh. Please
let us know if your language choice is Welsh.*



Dear Councillor,

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1

A meeting of the Subject Overview and Scrutiny Committee 1 will be held in the Council Chamber, Civic Offices Angel Street Bridgend CF31 4WB on **Wednesday, 9 October 2019 at 14:30**.

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 - 22
To receive for approval the minutes of the meeting of 04/06/2019, 08/07/2019 and 23/08/2019
4. Plasnewydd Primary School Post-Inspection Action Plan 23 - 40

Invitees:

Lindsay Harvey, Corporate Director - Education and Family Support
Cllr Charles Smith, Cabinet Member for Education and Regeneration
Nicola Echanis, Head of Education and Early Help
Michelle Hatcher, Group Manager Inclusion and School Improvement – Link Officer
Andy Rothwell, CSC Senior Challenge Advisor
Simon Phillips, CSC Challenge Advisor
Andrew Williams, Acting Managing Director CSC
Eleanor Williams, Headteacher
Andy Harding, Chair of Governors

5. Forward Work Programme Update 41 - 48
6. Overview and Scrutiny - Feedback from Meetings 49 - 54
7. Urgent Items
To consider any item(s) of business in respect of which notice has been given in

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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 transacted at the meeting as a matter of urgency.

Yours faithfully

K Watson

Head of Legal and Regulatory Services

Councillors:

TH Beedle
JPD Blundell
NA Burnett
RJ Collins
PA Davies
SK Dendy

Councillors

J Gebbie
M Jones
Morris
B Sedgebeer
RME Stirman
JH Tildesley MBE

Councillors

LM Walters
KJ Watts
CA Webster
A Williams
AJ Williams

Registered Representatives

Tim Cahalane
Rev Canon Edward Evans
Ciaron Jackson
Lynsey Morris

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

MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1
HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON
TUESDAY, 4 JUNE 2019 AT 14:30

Present

Councillor CA Webster – Chairperson

TH Beedle	JPD Blundell	NA Burnett	RJ Collins
SK Dendy	J Gebbie	M Jones	B Sedgebeer
RME Stirman	JH Tildesley MBE	LM Walters	KJ Watts
AJ Williams			

Apologies for Absence

PA Davies and A Williams

Officers:

Sarah Daniel	Democratic Services Officer - Scrutiny
Laura Griffiths	Principal Solicitor
Andrew Rees	Democratic Services Manager
Kevin Stephens	Democratic Services Assistant

65. DECLARATIONS OF INTEREST

Councillor R Stirman declared a prejudicial interest in agenda item 3 – Call-In of Cabinet Decision: Rationalisation of Supported Bus Services 2019/2020 as she had pre-determined the matter. Councillor Stirman took no further part and withdrew from the meeting.

66. CALL-IN OF CABINET DECISION: RATIONALISATION OF SUPPORTED BUS SERVICES 2019/2020

The Group Manager Legal and Democratic Services advised the Committee that a proposed decision of Cabinet to rationalise supported bus services had been Called-in by 4 Members. She stated that all Members are entitled to a view, however pre-determination is a breach of the Code of Conduct.

A member of the Committee placed on record that it was her belief that Councillor Webster should not chair the meeting as she is one of the Members who had called-in the decision and that she should relinquish the chair for the meeting. The Group Manager Legal and Democratic Services advised that it was a matter for Members to decide whether they had pre-determined the matter. The Chairperson stated that she had not pre-determined but confirmed that she had called-in the matter.

The Chairperson invited members of the public and members of Council who had registered to speak in advance to address the Committee.

The Committee was addressed by Mr Gordon Adamson who stated that he had no other means of getting into Bridgend and to supermarkets and he would feel cut off, especially on Sundays. He also expressed concern at the loss of connecting services in order to be able to travel to Cardiff and Swansea. He would like to see the frequency of buses increased and expressed concern at the condition of buses. The Committee was then addressed by Mrs Chris Lloyd who stated that bus services are a lifeline for the elderly in order to attend medical appointments, they were also a lifeline for younger people in

order to get to college and gain access to job opportunities and to get a good start in life. The loss of bus services would jeopardise those opportunities. Mrs Morfydd O'Keefe informed the Committee that she had responsibility for her husband and grandson and that she uses bus services each day. She stated that many members of the communities of Llangynwyd and Maesteg Park rely on bus services in order to travel to Bridgend. Mr Rowland Pittard informed the Committee that there should be equality for all tax payers having access to bus transport. He expressed concern that one bus service had been diverted away from Penyfai which had impacted on the community. He stated there was no coordinated transport plan and Active Travel in Bridgend with that of the needs of people and for moving around the Borough, coupled with high taxi fares and the lack of availability of taxis in the daytime.

Councillor A Hussain spoke on behalf of the residents of Penyfai expressing concern at the walking routes in the village being poor and poor accessibility to rail services. The village is served by one bus route, with previous routes having been diverted away from the village and has been ignored in Active Travel developments. He stated that residents in the village have become isolated due to the lack of bus services and that a bus service is a lifeline for the village. He requested the Committee hold Cabinet to account and visit sites in order to gather information from residents. Councillor R Penhale-Thomas addressed the Committee on the issue of the number 37 service through Maesteg Park which is used by elderly and young residents alike in an area where there is lower car ownership. The number 37 service is a primary service to Maesteg Park to Llangynwyd to connect to other services. The location of Maesteg Park is on top of a very steep hill which is extremely difficult to reach without transport. Pedestrian walkways from the Town Centre would require significant negotiation even for the fittest of people as they of a typically steep gradient. Key statistics from the census data 2011 Maesteg Parks falls in three hyper local census areas one of these areas 40% of households report have no access to a car on average 75 % of areas reported three or more dimensions of poverty neither one or these areas have one of four have their daily activities limited a little or lot as a result of their health disability 10% report their health to be bad or very bad although the data may be considered outdated by some 8 years after 9 years of austerity and the advent of draconian welfare reform policies the situation in Maesteg Park would have improved there are real people behind these figures facing individual battles on a daily basis be that through seeking employment and having to deal with low pay and poverty suffering poor mental health or facing ill physical health this combined is testimony the amount of the value the local community place is on this bus service and it was no overestimation to consider it a genuine lifeline. He could not emphasise strongly enough that the geography and topography location and economic health and social factors play in the Maesteg Park area in particular make it a very unique place where the bus service is a genuine thread to community life under the Authority's Corporate Plan. The Council faces diminishing resources with its impact being on communities with the greatest need. He stated that the principles of joined up thinking or strategic thinking seems to have bypassed the process completely and the underpinning principles of the City Deal will improve connectivity going forward. He believed that decision is counterproductive and risks completely disconnecting people and communities to often and in our communities like Maesteg Park and he urged the Committee to keep true to the Corporate Principles.

The Chairperson read out a statement which had been submitted by Councillor J Radcliffe on behalf of the Tondu and Aberkenfig Community Association. The residents of Tondu and Aberkenfig believed that the sums of money proposed to be saved by the Council by the removal of bus subsidies would not be great, when expressed as a percentage of the overall budget compared to the income it would generate through Council Tax from the number of new homes being built across the County Borough. The residents also believed that the headline savings suggested in the Cabinet report, the potential costs arising from a reduction in departure costs from the central bus station,

the costs of demolition of redundant bus shelters, and potential reductions to the Bus Services Support Grant were unknown. The demolition of the bus station, after a previous decision to invest in its construction could not be exempt from a failure in town planning. Pressures on social care would be created through the increased loneliness and isolation amongst a growing population dependent on bus use. The costs in terms of educational and child development that could arise through making Sarn, Health Centre for the wider 'Valley Gateway area', inaccessible to parents and children relying on public transport. There could be more general Health and Social Care costs that result in a failure to improve environmental public transport and discouraged and reduce car use. Social economic costs of reducing access to Bridgend Town Centre from bus routes that serve valleys communities. Wider costs could arise from preventing access to job centres in both Bridgend and Maesteg. Educational and cultural services including Aberkenfig library, Halo Recreation Centre/Awen Library. Access to libraries is a necessity with the enrolling of Universal Credit, with many vulnerable people not having digital access and the probability of increased sanctions with failure to comply with benefit stipulations. The residents believed that many of these reasons illustrate the extent to which bus routes are an essential public service from a caring local authority for people on lower incomes or with disabilities. Bus services are relied on by around quarter of all women, a third of older people, and nearly four out of ten people on low income. The proposed reductions to services disproportionately hurt the Valley areas north of the M4. With the proposed extra rail services to Maesteg not materialising, and no investment in the Valley from the City Deal, it was difficult to see how the Authority can convince the electorate of yet another cut to services serving its poorest parts. The implications of the proposed cut to route 67 fail to mention the extent to which Tyn-YCoed Surgery in Sarn provides health services to Aberkenfig, Tondu and Pen y Fai. The New Street surgery in Aberkenfig is a small practice that is struggling to meet demands, so often residents from these areas go to Sarn. It has been over a decade since a new GP surgery was promised as part of the Pentre Felin housing development. The proposed new surgery eventually became a retail park. Specifically, Tyn y Coed surgery operates a regular baby clinic, which parents in the Aberkenfig and Tondu area use. The importance of health visitors offering an accessible service to parents of small children as part of a child's development cannot be over-stated. Yet the authority wishes to remove access to this facility via route 67 for the poorest parents in the Aberkenfig and surrounding wards. Should the removal route 67 proceed without making reasonable alternative arrangements for parents on low incomes to access this baby clinic, this would go against the Well-Being of Future Generations Act and would negatively impact access to the dental surgery in Sarn, the Bridgend Life Savers Credit Union, and until a replacement is found the nearest Post Office to Aberkenfig.

The residents expressed concern that no equalities impact assessment had been carried out. The wider proposals will also reduce access to the Princess Of Wales Hospital and Glanrhyd Hospitals.

Outline planning permission was granted for an extra 450 homes in the Pentre Felin Area of Tondu, on the basis there would be minimal impact on the traffic flows because the design of the estate was being made in accordance with active travel principles, and that access to good public transport networks would happen and encourage people out of their cars. Since that planning decision, conformation has been received that the rail investment would not happen, but now have the proposal to remove key bus routes from the area. The proposal notes that previously a withdrawal of a subsidy did not result in closures of 5 of the 6 routes, which implies that the authority thinks the same will happen again. Yet the report to Cabinet that states that further reductions in the Council's budget for supported bus services could have an effect on the commercially operated bus services, as supported bus services help make the commercial bus network viable. There would be a cumulative impact on the entire network of successive decisions to remove subsidies. It was possible the bus service can absorb one round of cuts but was

unlikely they can absorb several, and unlikely that it will be the 8 services that would be affected. The £3M intended for the area under the Cardiff Capital Region City Deal will be spent on the Park and Ride facility at Pyle as part of “the development of an integrated transport hub that serves the local community and the nearby settlements of Porthcawl, Kenfig Hill, Cefn Cribwr and Cornelly, with nothing for the Llynfi Valley.

The Chief Executive thanked the speakers for their participation in the meeting. He informed the Committee of the pressures faced by the Council in delivering the Medium Term Financial Strategy (MTFS) in that the Council had already saved £70m and is required to save a further £36m over the course of the MTFS. He stated that the Council is not proposing to remove bus routes, but proposing to remove the subsidy for bus services. The removal of subsidy had been made to some previously, with those routes mostly continuing to be run by the bus operators. He informed the Committee that other local authorities in Wales had already removed subsidies to bus services.

The Committee questioned the availability of grant funding or match funding to support Bridgend Community Transport. The Head of Operations – Community Services informed the Committee that the Council did not fund Bridgend Community Transport. The Group Manager Highways stated that that Community Transport is funded by the Welsh Government through Bus Services Support Grant (BSSG). Engagement was awaited from Welsh Government in relation to match funding the BSSG allocation.

The Committee expressed concern at the proposed decision taken by Cabinet when the full position was not understood and questioned the impact on bus services, were the subsidy removed. The Cabinet Member Communities stated that it was not known what bus operators would do if the subsidy is removed. He also stated that Community Transport is a separate entity and is a non for profit organisation. The Group Manager Highways confirmed that the position of bus operators in the event of the removal of subsidy was unknown at present.

A member of the Committee commented that the Council was in the position of having to save money and was aware that some routes which receive subsidy have very few passengers travelling early in the morning and late at night.

The Committee questioned whether restrictions are placed on the use of community transport. The Group Manager Highways commented that community transport are adapted and the drivers are volunteers. He stated that community transport could assist when the proposed impact of the removal of bus subsidy was known. The Head of Operations – Community Services commented that community transport is subject to permits and licensing.

Members expressed concern at the current 48 hours’ notice being required to book community transport and could this be changed if there was a need for urgent use. The Group Manager Highways commented that the Council does not control the use of community transport, but does work with it.

A member of the Committee believed that the call-in of the proposed decision by Cabinet was not an appropriate use of public money and that an opportunity should have been taken by Members to make suggestions on the proposed removal of bus subsidies when the budget process was being considered by the Budget Research and Evaluation Panel and at Council. The Council needed to be realistic and protect communities and make smarter use of its resources. The number 73 service which previously had the subsidy removed remained. The cost of the call-in was questioned. The Group Manager Legal and Democratic Services advised Members that the Committee could only focus on the 3 reasons for the call-in of the decision.

A member of the Committee stated that the subsidy to many routes had been removed, yet the service remained and concern was expressed that bus companies were taking public money in good faith. The proposed decision of Cabinet related to cutting subsidies and not bus services. The Chief Executive commented that the aim of bus companies is to maximise profits and it would be a decision of those companies on whether to retain those routes it operated following the removal of subsidy. He stated that most bus companies had continued to run bus services despite the previous removal of subsidy.

A member of the Committee expressed concern that the removal of subsidy on route 61 would impact on residents being able to attend the Portway Surgery in Porthcawl and the route could disappear. The Cabinet Member Communities commented that it was unknown as to what bus operators would do if the subsidy was removed. He stated that the report presented to Cabinet was the reality of the budget cuts facing the authority. He also stated that the cuts in budget made to the Communities Directorate were disproportionate to those made to other Directorates, due to the nature of its services being non-statutory. Further cuts of £2M would have to be made to this Directorate in the next year and the Council has to live within its budget and the Council had to make cuts to its services and that £148K of cuts would have to be found elsewhere if it did not remove subsidies to bus services. He stated that discussions would take place with bus companies on the removal of subsidy.

A member of the Committee commented that the Council has a responsibility to the public and Cabinet need to take account of the public and the need to spend money wisely. There was no evidence of what the bus companies can afford and there was a need explore this and whether the services could be put out to tender and whether bus companies were charging too much. The Group Manager Highways informed the Committee that routes are already tendered and subsidised. Operators would have to consider a number of factors in the event of bus subsidies being removed. A member of the Committee requested clarification of the timetabling arrangements and whether they could be changed. The Group Manager Highways stated that the Council develops the timetable and is sent out to operators, many of which are historic and based on passengers travelling to places of education and work. The Public Transport Officer informed the Committee that the timetables had been developed with the operators with the oldest being 2005 and the newest timetable in 2009. The Head of Operations – Community Services informed the Committee that 10% of savings were being looked at due to the level of savings being required to be made to the budget.

A member of the Committee questioned whether the routes identified for the removal of subsidy are economical to run. The Chief Executive informed the Committee that all bus routes are subject to tender and that when subsidies have previously been removed, the services have continued, which called into question whether those subsidies were needed. The Cabinet Member Communities informed the Committee that bus operators had been requested to provide passenger numbers but had declined to do so due to reasons of commercial sensitivity. A member of the Committee stated that 5 of the 6 previously subsidised routes were retained commercially with modifications or reductions in frequencies. A member of the Committee informed the Committee that First Cymru are part of the First Group with pre-tax profits in their millions which could be attributable in part due to public subsidy and there was a need to appeal to First Cymru to provide services at least profit as the people who will lose out are their customers. A member of the Committee commented on the reality of the budget cuts having to be made by the Council and if cuts were not made to bus subsidies, cuts would have to be made to other services. The Cabinet Member Communities commented that £2M of cuts were needed to be found in the Communities Directorate and if they were not found they would have to be found in other areas of the Council. In looking for £150k of cuts by removing bus subsidies, the Council could no longer sustain those subsidies due to

austerity measures which the Council faced. He stated that the proposals had been the subject to budget consultation with the public, the Budget Research and Evaluation Panel process and by Council and there had been no concerns expressed of alternative proposals put forward. A member of Council clarified that she had expressed those concerns at the number of services whose status was marked as red when the Council considered the Medium Term Financial Strategy. The Cabinet Member Communities acknowledged that those concerns had been made at Council when it considered the MTFS. He commented that if the cuts were not implemented this year, they would have to be found in the following year and he understood the hardship would have on citizens.

A member of the Committee considered that the proposed decision of Cabinet needed further explanation and believed that the decision made is justified and the decision of Cabinet could be supported and that the arguments of what the Council would otherwise have to do in making cuts to services elsewhere had been made. A member of the Committee considered that the call-in of the decision had given residents the opportunity to be involved in the democratic process and was more comfortable with the decision made by Cabinet. A member of the Committee requested that bus services be looked at taking into consideration new developments which are being planned and that bus routes could be made to be more profitable if timetables were revisited so that people could commute to work by bus. The Head of Operations – Community Services stated that engagement would take place with bus operators on revisiting timetables, but the authority would not be going back out to tender. He stated that the Public Transport team do engage with bus operators on the development of new estates.

A member of the Committee commented that concerns of the public and responses had been listened to and that the decision of Cabinet could be supported.

The Chairperson questioned whether cross border services could be affected as a result of the new health board boundary. The Head of Operations – Community Services stated that this issue had not been considered, but confirmed that the Welsh Government funds cross border routes.

A member of the Committee asked whether any representations had been received from other Directorates as the removal of subsidy would impact on access to health care and schools. The Cabinet Member Communities commented that concerns had been expressed by other areas of the Council and that proposed effects and knock on effect had been considered as a whole. He stated that budget cuts could not be sustained whilst keeping those services running. The Chief Executive reassured that all cuts were made on the basis of a one Council approach and that cuts had been made disproportionately to the Communities Directorate. A member of the Committee commented that the Social Services and Wellbeing and Education and Family Support Directorates need to understand the demand for services in the Communities Directorate and understand the impact on Council decisions. The Chief Executive explained that a long term approach is taken to the budget process and that of the budget of £25M to the Communities Directorate, £12m of it is usable. He informed the Committee that savings in the order of 65% were required to be made in the next 4 years and the Council would no longer be able to deliver services in the way it currently delivers services.

A member of the Committee questioned how the Council can manage the impact on residents of the potential loss in bus services as residents are reliant on bus services for getting to work and accessing hospitals. The Cabinet Member Communities commented that 5 out of 6 routes which previously had the subsidy continued to run. He stated that dialogue between officers and the bus operators continues. It was not known at present what the bus operators would do. The Head of Operations – Community

Services stated that what makes routes viable is their usage. The Cabinet Member Communities commented that information from operators as to bus usage was scarce.

A member of the Committee commented that the proposal is to withdraw subsidy and whether a social enterprise would operate routes for the benefit of the public.

A member of the Committee considered that the first bullet point in the report to Cabinet to be vague. The Head of Operations – Community Services commented that officers were content with that recommendation which had been made to Cabinet. The Cabinet Member Communities commented that a decision on the removal of subsidy had been made by Council when it set the budget and Cabinet was being requested to take confirmatory action.

The Chairperson thanked the officers and members of the public for their contributions.

Conclusions

Members of the Subject Overview and Scrutiny Committee heard from members of the public on how the potential removal of the bus subsidies could have a potential impact on them. Members heard the following from the public speakers:

- Equality issues – many elderly people rely on bus services to get around as this gives them independence. Many also use the services to tend to their caring commitments of relatives
- Concerns around lack safe walking routes
- Large percentage of people in rural communities do not have access to a car and therefore rely on the bus services to visit family and travel to and from work.
- Potential impact on mental health and wellbeing from increased isolation
- Some people heavily rely on bus services and consider them to be a lifeline to their independence
- Risks around disconnecting people from their wider communities

Members raised the following concerns:

- Potential loss of WG Funding and match funding if BCBC remove the subsidies
- Community transport links
- Concerns over public money being used to subsidise private company profits
- Concerns that the bus timetables had not been revised or updated, in some cases in over 14 years, therefore it was difficult to understand if the routes were viable, especially given the large amount of new houses in BCBC over the last 5 years.
- More work needs to be done with the bus companies to ensure the best possible times and routes are worked out to ensure maximum usage and income.
- Members and the public would not be able to fully understand the cut to the subsidies as there was no telling at this time whether a removal of the subsidy meant a removal of the service as this was down to the bus company whether the service would still be a viable option for them.

The Committee heard the following from officers:

- Cabinet member stated that if we do not make this cut, the funding gap will need to be found from elsewhere within the MTFs and any potential alternative could prove just as unpopular, if not more.
- BCBC were not removing the bus services. BCBC are proposing to remove the subsidy paid to the private bus companies that operate the routes. It would be a matter for the private bus companies to determine if the routes were still viable without the subsidy from BCBC
- A 65% reduction of the Communities budget needed to be realised over the next 4 years so if the proposal to remove the subsidy did not go ahead this year it was highly likely that it would be removed in the coming years.

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - TUESDAY, 4 JUNE 2019

Following consideration of the evidence presented to them by Officers and members of the public, Members of the Committee did not wish to refer the matter back to Cabinet and therefore, the decision of the Cabinet would take effect from the date of the Scrutiny committee of the 4th June 2019.

The meeting closed at 16:30

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - MONDAY, 8 JULY 2019

**MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1
HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON
MONDAY, 8 JULY 2019 AT 14:30**

Present

Councillor CA Webster – Chairperson

TH Beedle	NA Burnett	J Gebbie	M Jones
B Sedgebeer	RME Stirman	LM Walters	KJ Watts
A Williams	AJ Williams		

Apologies for Absence

N Echanis, JPD Blundell, RJ Collins, PA Davies, SK Dendy and JH Tildesley MBE

Officers:

Sarah Daniel	Democratic Services Officer - Scrutiny
Nicola Echanis	Head of Education & Family Support
Lindsay Harvey	Corporate Director Education and Family Support
Michelle Hatcher	Group Manager - Inclusion
Gail Jewell	Democratic Services Officer - Scrutiny
Andy Rothwell	Senior Challenge Advisor Central South Consortium
Tracy Watson	Scrutiny Officer
Andrew Williams	Assistant Managing Director Central South Consortium

Registered Representative:

Rev Cannon Edward Evans	Roman Catholic Church
William Bond	Special School Sector

68. DECLARATIONS OF INTEREST

Councillor TH Beedle declared a personal interest in agenda item 4 – LA Estyn Report as he is the Chair of the Bridgend Governors Association.

Councillor J-P B Blundell declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Cefn Glas Infants School.

Councillor PA Davies declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Bryntirion Infants and Junior School.

Rev Canon E Evans declared a personal interest in agenda item 4 – LA Estyn Report as he is a governor of Bryntirion Comprehensive School.

Councillor J Gebbie declared a personal interest in agenda item 4 – LA Estyn Report as a governor of both Mynydd Cynffig and Pil Primary Schools.

Councillor M Jones declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Bettws Primary School.

Councillor B Sedgebeer declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Pencoed Comprehensive School and Croesty Primary School.

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - MONDAY, 8 JULY 2019

Councillor R Stirman declared a personal interest in agenda item 4 – LA Estyn Report as a governor of both Tynyrheol and Bettws Primary Schools.

Councillor K Watts declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Newton Primary School.

Councillor C Webster declared a personal interest in agenda item 4 – LA Estyn Report she has a child in Secondary education in the County Borough.

Councillor A Williams declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Pencoed Comprehensive.

Councillor AJ Williams declared a personal interest in agenda item 4 – LA Estyn Report as a governor of Coety Primary School and she has a child who attends Brynteg Comprehensive School.

69. APPROVAL OF MINUTES

RESOLVED: That the Minutes of a meeting of Subject Overview and Scrutiny Committee 1 dated 3 June 2019 be approved as a true and accurate record.

70. ESTYN INSPECTION OF BRIDGEND COUNTY BOROUGH COUNCIL'S LOCAL GOVERNMENT EDUCATION SERVICES

The Corporate Director Education and Family Support thanked Scrutiny Members, and explained that he was not going to read through the full report as this had been presented to members in June. He did however report that the inspection was carried out by Estyn in March 2019, under the new Local Government Education Inspection Framework. Inspectors from the Wales Audit Office and Care Inspectorate Wales were part of the inspection team. A wide range of stakeholders were involved in the inspection, which included elected Members, officers, head teachers, learners and members of the public. He further highlighted that he felt comforted that work that we are doing is effective. He then went on to confirm that the authority was due to provide the PIAP by 31st August and acknowledged the input that Scrutiny would have in shaping the PIAP and was keen to answer any questions. The committee noted that there are 4 key recommendations made by Estyn and, along with the Central South Consortium, they had identified 14 within the sub plan.

A member questioned the timeliness of the PIAP, and highlighted that this was an opportunity for scrutiny to be part of that action plan.

A member explained that this was a good report, but highlighted that the report noted that weak teaching was taking too long to improve. The member asked for clarification on what is weak teaching, what was the difference between sub-standard and weak teaching and how long should a weak teacher be given before it affects a class or cohort. The Corporate Director Education and Family Support highlighted that they had been really proactive, having regular visits, but highlighted that this takes some months to do but acknowledged that learners should not be disadvantaged and there needed to be support in place from day one. He explained that where we have criticised teachers, they have taken that criticism on board and that satisfactory progress had been made in these cases, seeing teaching improved but that there was not necessarily a prescribed time for improvement. The CSC Senior Challenge Advisor was mindful of the development of staff, and that there is a duty of care to see progress post inspection but that this was done in a supportive way in partnership between the LA and CSC.

A member enquired at which point CSC go into a school and what work is being done to stop green schools sliding? The Acting Assistant Director CSC explained that green schools were given 4 days support, however that had changed to a more agile approach so that issues can be spotted and dealt with from the outset. The CSC Senior Challenge Advisor advised the importance of conducting a learning walk and highlighted the example within the Estyn report where a learning walk conducted by a challenge adviser identified the need to improve teaching in a foundation phase. As a result, school leaders focused well on this area and brought about improvements in a timely manner. The Cabinet Member for Education informed the committee that he had completed about 50 learning walks and that weak teaching was not a theme in education as a whole. The Chair was appreciative of the work CSC do.

Members observed that Primary school children often copy what they hear, be it from television, teachers or parents and where mistakes are made e.g. grammatical errors, it is fundamental that these need to be corrected. It was further raised that reports from education institutes with grammatical or spelling errors was a cause for concern.

A member noted that on page 18 of the report 20.2% of pupils have special educational needs and asked how that need was identified and where do we sit in the UK? The Corporate Director Education and Family Support explained that he was a strong advocate of high standards of literacy and that it was critical that words were corrected at primary level. The Group Manager Inclusion and School Improvement explained that as supported by Estyn, there was a good graduated response in Bridgend. There were many teams within the inclusion service working closely with schools to look at the ALN registers e.g. basic skills needs, and move forward with individual plans in addition to Learning Resource centres in English and Welsh. She explained that the Access to Education panel works really well at looking at the needs of vulnerable learners. Asked how well are they continued and is there any barriers, the Group Manager Inclusion and School Improvement explained that the process works as a sub panel with key colleagues on that panel and parental involvement. Panels are well attended by Primary and Secondary Heads, who see a real relevance to attend and there is a terms of reference in place.

A member asked what is being done to support governing bodies and provide training locally, given that some are outstanding and some are more complacent. The Corporate Director Education and Family Support explained that regular meetings are held with Bridgend Governors, but that that there wasn't always a huge representation and he had had long conversations to break that cycle. Expert contributions were provided by the Director himself and by CSC. He recognised the feedback through CSC to deliver local training, acknowledging the recent training provided at CCYD, encouraging more governors to be able to attend these events. Where there are emerging issues they will try to delivery training very quickly e.g. GDPR. The Acting Assistant Director CSC recognised the need for ongoing governor training acknowledging that governance of schools was a national issue. He explained about the requirements for new governors to have training, but then often nothing after that. Members discussed the upskilling and training of Governors and ongoing training development including eLearning modules.

The Chair highlighted the issues of ongoing governor vacancies. The Acting Assistant Director CSC acknowledged that this was a difficult issue to resolve.

A member enquired how schools are supported in terms of budget management. The Corporate Director Education and Family Support noted the comment within the Estyn report that highlighted the local authority's allocation of resources to its education services and that financial monitoring is effective. He noted that some areas were an absolute challenge and explained that budget deficit plans could be extended to 3 years in the first

instance and then possibly 5 with the agreement of the S151 officer. He confirmed that 20 schools have deficit budgets, but that only a few had a large deficit. It was important to manage tight budgets whilst improving standards. The member further asked about what additional support could be provided to schools, to maintain standards. The CSC Senior Challenge Advisor explained that every school within the region had access to a comprehensive programme of learning and development. He provided information on accelerated progress leaders which was working well and the resource board was able to offer red/amber schools specific pieces of work e.g. developing teaching and learning.

A member asked whether we are expecting too much in schools having autonomy over their budgets, as there seemed to be a conflict between educators and accountants. The Corporate Director Education and Family Support acknowledged that while some things are better centrally, school budgets were delegated and the authority supported schools with the management of it. He also explained that the authority provided a wide range of service level agreements to schools, to be cost effective and provide value for money. There was additional support from Finance Officers, Senior Officer Support and as a collective. Those schools causing concern should have a plan in place. The Cabinet Member for Education and Regeneration acknowledged the Education Reform Act 1988 and reinforced that even if we wanted to make changes, due to this legislation we cannot. He did not feel there was any correlation between schools in deficit and standards. A member reiterated that those schools that have a deficit budget have competing priorities and have to manage resources very carefully.

A member asked about the availability of Welsh speaking spaces in the borough. The Corporate Director Education and Family Support stated that there was capacity in English medium schools of about 5%, whilst places for Welsh medium schools was 13.5% in primary schools and 20% in secondary. He further confirmed the support for the Welsh Language achieving the target of a million Welsh speakers by 2050. He highlighted the excellent work in Betws Primary School and Ysgol Calon y Cymoedd who have a shared footprint, work very closely together and share resources.

A member noted that the number of permanent exclusions had increased and asked what we are doing to change that. The Corporate Director Education and Family Support explained that the Estyn report had showed last year's figures showing permanent exclusions increasing and short-term exclusions down. This was contrary to this year's figures that showed permanent exclusions down but short-term exclusions increasing. The Group Manager Inclusion and School Improvement explained about the inclusion restructure and that there was now a stronger consistency across the authority. There was a new lead in place and a collaborative response in line with the ALN response. Team around the school, including integrated family, meet and look at intercepting at an early stage. There are a number of approaches in place e.g. Thrive, ACES, rather than traditional approaches. There is intense support from the Bridge Alternative Provision and Pupil Referral Unit.

Members asked what strategy we have to support sixth formers, particularly more able or talented pupils. The Corporate Director Education and Family Support acknowledged the forthcoming review to shape the Post 16 landscape in Bridgend. There is concern that learners do really well at 16, but this is not carried through to A Level. He identified that some schools were doing really well in this area, but that some did less well. There was a need to focus on teaching and learning Post 16. The Cabinet Member for Education and Early Help highlighted the need to capture this concern in the Post 16 review, to feed into the education service. He explained that since we have lost the Schools Advisory Service, there is a hole in our provision. The Acting Assistant Director CSC outlined the need to have specific specialism practitioners that are current. He outlined model lead practitioners identified as key leads to share expertise and ensure practitioners practice together. A member further asked if we are suffering from our lack of Youth Services to

provide development opportunities for these learners. The Corporate Director Education and Family Support explained that as far as youth work is concerned we run a small group in Bridgend, around 330 including the Duke of Edinburgh awards and Inspire 2 Achieve. Support from schools is by Youth workers, rather than youth clubs.

A member stated that the authority was to be congratulated on the report, but noted that like many reports Estyn had generalised, which takes the shine off the report. The Corporate Director Education and Family Support stated that he was delighted about the report and acknowledged that Estyn had asked the authority to provide a case study in relation to young people's involvement in decision-making processes in schools and the local authority.

A member asked about the progress of young carers, as mentioned in the report. The Corporate Director Education and Family Support explained that there is some really good work going on to support this and noted the young carer's card, but acknowledged the challenge in identifying young carers themselves, as they cannot be forced to do this. There are a number of sessions delivered by SS&W and training in schools to identify them. The Group Manager Inclusion and School Improvement reiterated that once they are aware they are supported very effectively, but acknowledged the issue that lots of them want to go under the radar.

A member stated that we should remind ourselves looking at the Corporate Delivery; this is a very good report, given the financial constraints. What comes across is the energy and intent to deliver further. With this in mind, is there any other external funding to support this plan and recommendations. The Corporate Director Education and Family Support indicated that there was some additional support to contribute to the recommendations acknowledging that support from CSC was way above expectations. In terms of recommendation 1, a member further asked if members could be assured that there is consistent moderation in primary schools. The Corporate Director Education and Family Support acknowledged the work done with CSC and that moderation is multi-layered, working in clusters. Where we see outstanding literacy in schools in Bridgend, this is disseminated. The CSC Senior Challenge Advisor added that there was a long-standing commitment to oracy, mentioning the Voice 21 project, reiterating that excellent practice in schools is shared. He acknowledged that progress in early years is good, but we need to see progress.

A member mentioned a recent meeting that highlighted issues following a staff wellbeing survey and wondered why education staff were not subject to the same survey. The Corporate Director Education and Family Support acknowledged this and added that he had picked this up with the Chief Executive and was happy for the survey to go out to schools.

This concluded debate on the item. The Corporate Director Education and Family Support thanked the committee and acknowledged the input from Scrutiny towards the Post Inspection Action plan. The Chairperson thanked the invitees for attending today, following which they retired from the meeting.

Conclusions:-

Members recommended the following:-

- Whilst discussing Governor Training, members recommended providing eLearning modules with examples of real life problems to be solved that would benefit experienced governors.

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - MONDAY, 8 JULY 2019

- Members noted that a recent wellbeing staff survey carried out did not include school staff and recommended further surveys should include all staff including school staff.
- Members recommended bringing a presentation of the Youth Mental Health First Aid Programme indicated on page 5 of the LA Estyn Report, before Council.
- Members recommended that an extra meeting of Subject Overview and Scrutiny Committee 1 be arranged for August 2019, in order to feedback into the Post Inspection Action Plan

Members requested the following further information:-

- Members noted that on page 1 of the LA Estyn Report a figure of 20.2% was indicated for pupils having special educational needs and asked where we sit in the UK?

71. MEMBER AND SCHOOL ENGAGEMENT OVERVIEW AND SCRUTINY PANEL - PLASNEWYDD PRIMARY - RESPONSES

The Scrutiny Officer presented a report, which provided an update on the above.

The committee noted the responses to the findings and recommendations and acknowledged that this item would come to full scrutiny in October 2019.

72. OVERVIEW AND SCRUTINY - FEEDBACK FROM MEETINGS

The Scrutiny Officer presented a report, which provided an update on the feedback from the previous meetings of the SO&SC 1 held on the 29 April and 3 June.

The committee noted the responses and allocated a RAG status to the feedback.

73. FORWARD WORK PROGRAMME UPDATE

The Scrutiny Officer presented the Forward Work Programme and informed the Committee that following a meeting of the Corporate Overview and Scrutiny Committee the Committee would consider reports on Post 16 Education and Plasnewydd Primary School at its next two meetings.

74. URGENT ITEMS

Several members raised concerns in regards to the timings of meetings. The Scrutiny Officer agreed to raise this with the Democratic Services Manager. Registered Representatives expressed their disappointment at not being invited to the Scrutiny Pre-meeting. The Scrutiny Officer apologised to the Registered Representatives for not including them in the email to Members and agreed to provide confirmation going forward of timings for the next few meetings of the Subject Overview and Scrutiny Committee 1.

The meeting closed at 16:43

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - FRIDAY, 23 AUGUST 2019

**MINUTES OF A MEETING OF THE SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1
HELD IN COUNCIL CHAMBER, CIVIC OFFICES ANGEL STREET BRIDGEND CF31 4WB ON
FRIDAY, 23 AUGUST 2019 AT 13:00**

Present

Councillor CA Webster – Chairperson

JPD Blundell
AJ Williams

RJ Collins

M Jones

RME Stirman

Apologies for Absence

TH Beedle, NA Burnett, PA Davies, J Gebbie, B Sedgebeer, LM Walters, KJ Watts and A Williams,

Officers:

Mark Galvin	Senior Democratic Services Officer - Committees
Lindsay Harvey	Corporate Director Education and Family Support
Michelle Hatcher	Group Manager - Inclusion
Andrew Rees	Democratic Services Manager
Andrew Williams	Assistant Managing Director Central South Consortium

Invitees:

Councillor Charles Smith

Cabinet Member for Education and Regeneration

76. DECLARATIONS OF INTEREST

The following declarations of interest were made:-

Councillor R Stirman personal interest in Agenda Item 3. as a Community Governor at Tynyrheol School, Llangeinor

Councillor JP Blundell personal interest in Agenda Item 3. as a Community Governor at Cefn Glas Infants School, Bridgend CBC

Councillor AJ Williams personal interest in Agenda Item 3. as a Parent Governor at Coety Primary School, as well as having a son in Brynteg School

Councillor CA Webster personal interest in Agenda Item 3. as she has a child in Brynteg School.

77. POST-INSPECTION ACTION PLAN

The Corporate Director – Education and Family Support submitted a report, the purpose of which was to inform Subject Overview and Scrutiny Committee 1 (SOSC1) of the local authority's draft response to recommendations identified during Estyn's recent inspection of the BCBC's local government education services.

By way of background information, he advised that the education services were inspected by Estyn in March 2019. He confirmed that through the inspection process, Estyn identified four recommendations for the Local Authority to respond to, and these were outlined in paragraph 3.2 of the report.

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - FRIDAY, 23 AUGUST 2019

The Corporate Director – Education and Family Support that the Local Authority were required to submit a post-inspection action plan (PIAP) to Estyn by 31 August 2019, which would seek to address the four main recommendations and also take account of shortcomings identified through the inspection process.

The Inspection Report had been closely considered by both the Local Authority and Central South Consortium (CSC), from which the PIAP had been developed and this was shown at Appendix A to the report.

The Corporate Director – Education and Family Support confirmed to Members, that the PIAP detailed BCBC's proposals to not only the four main recommendations raised by Estyn, but also the Local Authority's plans to improve the areas for development in the report. These were regarded as a suite of 'sub-recommendations'.

He also pointed out to Committee, that limited progress had been made against the majority of outcome measures in the PIAP Termly Progress Card. This was in the main due to the fact, that the Inspection Report was published on 31 May 2019 and the school term ended 7 weeks later. Therefore, swifter progress had been not possible, due to the 6 week school summer holiday period. Progress would now accelerate the Corporate Director – Education and Family Support advised, by the autumn term.

He concluded his submission, by confirming that Officers would arrange for formal termly reports with regard to progress against the PIAP objectives to the School Improvement Group.

The Chairperson stated that it would be beneficial if some of the information shared with and findings from the School Improvement could also be presented to Members, at the end of school terms.

The Corporate Director – Education and Family Support confirmed that in principal this could be considered.

He added that one of the aims of the Post Inspection Action Plan, was to link-in closely with the Overview and Scrutiny process on this, as well as to prepare in the future more succinct reports (to Committee (s)).

The Chairperson felt that this post-Inspection report was a good report and very positive overall, therefore it was important she considered for it to be shared with the likes of children, parents, carers, teachers and any appropriate wider audience.

Conclusion:

The Committee was pleased to note the proposals contained within the Post-Inspection Action Plan in respect of the four main recommendations and the plans to improve the areas for development.

The Committee requested that in addition to Officers providing termly reports in relation to progress against the Post-Inspection Action Plan objectives to the School Improvement Group, it also receives reports on those outcomes at the end of each term to ensure the recommendations are being achieved.

78. FEEDBACK FROM MEETINGS

The Head of Legal and Regulatory Services submitted a report, the purpose of which, was to present feedback from the previous meeting of the Subject Overview and

SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1 - FRIDAY, 23 AUGUST 2019

Scrutiny Committee 1 for discussion, approval and actioning, and to place these in RAG status order in terms of the completion of any follow-up action, as follows:-

Red – Where there has been no response.

Amber – Where Members consider the recommendation/comment requires follow-up action, for example where a recommendation has been accepted but there would be a need for follow-up to see if it has been implemented.

Green – Where Members consider a suitable response has been provided and no follow-up action is required.

The Chairperson then referred to Appendix A of the report, which detailed the feedback and responses to the Committees comments and conclusions, recommended by Members at the previous meeting and asked for these to be given a RAG status, under the formula detailed above.

The Committee considered the feedback and the responses of officers' and allocated RAG status as follows, to the work areas so stated:

Recommended:

Governor Training – Content of e-learning modules to be investigated by the Corporate Director Education and Family Support with the Central South Consortium – **Amber**

Governor Training – Development of online training using the HWB – **Amber**

Extension of future staff surveys to include school staff - **Red**

Presentation to Council on the Youth Mental Health First Aid Programme – **Red**

Meeting of Subject Overview and Scrutiny Committee arranged to consider the Estyn Post Inspection Action Plan – **Green**

Table of information showing pupils having Special Educational Needs – **Green**

The meeting closed at 13:30

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BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1

9 OCTOBER 2019

REPORT BY THE CORPORATE DIRECTOR OF EDUCATION AND FAMILY SUPPORT

PLASNEWYDD PRIMARY SCHOOL POST-INSPECTION ACTION PLAN

1. Purpose of report

The purpose of this report is to inform Subject Overview and Scrutiny Committee 1 (SOSC1) of the progress made by Plasnewydd Primary School in respect of the objectives in the school's post-inspection action plan (PIAP).

2. Connection to corporate improvement objectives/other corporate priorities

2.1 The report links to the following improvement priorities in the Corporate Plan:

- **Supporting a successful economy**

We will take 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 be more self-reliant**

We will take 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 (ie 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 Plasnewydd Primary School was inspected by Her Majesty's Inspectorate for Education and Training in Wales, Estyn, in January 2018. The full text of the report is available on the Estyn website: www.estyn.gov.uk.

3.2 As a result of the inspection, Estyn was of the opinion that Plasnewydd Primary school required 'special measures'.

3.3 Plasnewydd Primary school was required to draw up a PIAP which illustrated how it will address the six recommendations identified. The recommendations were as follows:

- Recommendation 1 - Improve the quality of teaching and assessment in key stage 2

- Recommendation 2 - Raise standards in reading, writing and mathematics in key stage 2
- Recommendation 3 - Revise the curriculum so that it is broad and balanced and meets the needs of all pupils
- Recommendation 4 - Challenge more able pupils
- Recommendation 5 - Strengthen the effectiveness of senior leaders in identifying and addressing shortcomings in standards and provision
- Recommendation 6 - Address the safeguarding issues identified during the inspection

3.4 The PIAP was approved by Estyn during its monitoring visit in July 2019.

3.5 The local authority, supported by Central South Consortium (CSC), has written a statement of action (SOA) detailing how it will support the school. This was approved by Estyn in July 2019.

3.6 Since September 2018, Plasnewydd Primary School has received intensive support from the local authority and CSC. The package of support has been significant in terms of time spent in school by local authority officers and staff from CSC. In addition, there has been funding for other schools to work with Plasnewydd Primary School in supporting them with their recommendations.

3.7 A new chair of governors was appointed in October 2018.

3.8 Progress review meetings between the local authority, Plasnewydd Primary School and CSC are held on a half- termly basis. The purpose of these meetings is to report on progress and identify barriers to improvement. A report is produced by CSC for each meeting which details progress made.

3.9 Estyn has visited Plasnewydd Primary School on a termly basis to carry out monitoring visits. Following each visit, a report is written detailing progress, which is then shared with the local authority and Plasnewydd Primary School.

3.10 In May 2019, Plasnewydd Primary School was issued with a 'schools causing concern' warning notice by the local authority. The school is required to send weekly reports to the local authority detailing how it is addressing the concerns noted in the warning letter.

3.11 Information about the progress that Plasnewydd Primary School is making is shared at Performance and Financial Monitoring Group (P&F&M) meetings and at School Improvement Group (SIG) meetings on a termly basis.

4. Current situation/proposal

4.1 Plasnewydd Primary School was most recently monitored by Estyn in June 2019. As a result of the monitoring visit, it was Estyn's opinion that, overall, the school still requires 'special measures', although Estyn did identify progress (since March 2019) in some areas.

- 4.2 Estyn's judgement regarding progress reflected the view of the local authority and CSC.
- 4.3 Very good progress has been made in the following recommendation:
- Recommendation 6 - Address the safeguarding issues identified during the inspection
- 4.4 Satisfactory progress has been made in the following recommendations:
- Recommendation 1 - Improve the quality of teaching and assessment in key stage 2
 - Recommendation 3 - Revise the curriculum so that it is broad and balanced and meets the needs of all pupils
- 4.5 Limited progress has been made in the following recommendations:
- Recommendation 2 - Raise standards in reading, writing and mathematics in key stage 2
 - Recommendation 4 - Challenge more able pupils
 - Recommendation 5 - Strengthen the effectiveness of senior leaders in identifying and addressing shortcomings in standards and provision
- 4.6 Estyn's most recent report can be found at Appendix A.
- 4.7 The local authority's most recent progress report can be found at Appendix B.
- 4.8 Plasnewydd Primary School will continue to receive intensive support until it is deemed not to require special measures. This support will be provided and brokered via the CSC and the school's challenge adviser. It will focus on addressing the actions detailed in the PIAP.
- 4.9 CSC will provide formal termly reports in relation to progress against PIAP objectives to the School Improvement Group (SIG).
- 4.10 Estyn will conduct another monitoring visit to review progress during the autumn term 2019.

5. Effect upon policy framework and procedure rules

- 5.1. There is no effect upon policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1. There are no direct equality impact issues arising from this report.

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

- 7.1. A summary of the implications relating to the five ways of working as identified in the Well-being of Future Generations (Wales) Act 2015 is as follows:

7.2 Long term

Supports the improvements of standards and outcomes for children and young people.

7.3 Prevention

Development of a PIAP helps to ensure that any recommendations are addressed and acted upon in a timely manner to ensure that there are swift improvements in the recommended areas.

7.4 Integration

Monitoring and acting upon the Estyn inspection report is key to ensuring that outcomes are achieved thus helping to support a successful economy.

7.5 Collaboration

The local authority works closely with schools, Estyn with CSC and other key partner agencies to deliver the well-being objectives. For example, the local authority receives school inspection reports from Estyn, and this informs the work conducted by CSC to deliver the support for school improvement services.

7.6 Involvement

This area of work involves all stakeholders in improving outcomes for children and young people. For example, schools work closely with challenge advisers from CSC to refine their improvement plans or post-inspection action plans and to identify strategic support from the local authority, CSC and elsewhere (as required) reflect the diversity of stakeholders involved in aspects of school improvement.

8. Financial implications

8.1. Any financial implications have been noted in the resource section of the PIAP and SOA. The following will be met from within existing:

- Bridgend County Borough Council budgets - Inclusion and Human Resources (HR) support;
- CSC resources - CSC Strategic Team support, school-to-school support and Accelerated Progress Lead support;
- School budgets - Leadership time, supply cover, staff training, resources and various building maintenance works.

9. Recommendation

9.1. It is recommended that SOSC1 notes and provides comments regarding the content of this report.

Lindsay Harvey
Corporate Director (Education and Family Support)

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Arolygiaeth Ei Mawrhydi dros Addysg a Hyfforddiant yng Nghymru
Her Majesty's Inspectorate for Education and Training in Wales

**Report following monitoring
Level of follow-up: Special Measures**

**Plasnewydd Primary School
Castle Street
Maesteg
CF34 9UN**

Date of visit: June 2019

by

**Estyn, Her Majesty's Inspectorate for Education and
Training in Wales**

Outcome of visit

Plasnewydd Primary School is judged to have made insufficient progress in relation to the recommendations following the most recent core inspection.

As a result, Her Majesty's Chief Inspector of Education and Training in Wales is maintaining the level of follow-up activity.

Estyn will re-visit the school in around four - six months' time to monitor progress against a sample of the recommendations.

Under the provisions of Section 39 (9) of the Education Act 2005, every annual report to parents prepared by the governing body under Section 30 of the Education Act 2002 must include a statement on the progress made in implementing the action plan.

The Education (Induction Arrangements for School Teachers) (Wales) Regulations 2015 state that an induction period may **not** be served in a school requiring special measures i.e. as described in grounds 6 or 8 in section 2 of the School Standards and Organisation (Wales) Act 2013 (1). The presumption is that schools requiring special measures are not suitable for providing induction for newly qualified teachers, other than in exceptional circumstances. Therefore, schools requiring special measures should not normally appoint a newly qualified teacher (NQT) to their staff.

Progress since the last inspection

R1. Improve the quality of teaching and assessment in key stage 2

Across key stage 2, most teachers currently in school have begun to improve the quality of their classroom practice. For example, most lessons proceed at a suitable pace. These teachers expect their pupils to work hard and try their best, and there are productive professional relationships. As a result, most pupils behave well. Many work enthusiastically on the tasks that their teachers provide for them.

In upper key stage 2 particularly, teachers work collaboratively to plan and share their ideas and successfully improve the learning experiences for the pupils. As a result, pupils are better engaged in their learning and enjoy new opportunities to participate in exciting activities, such as drama and music.

In mathematics, teachers are beginning to match the tasks that they ask pupils to complete appropriately to pupils' different levels of ability. However, across the key stage, the tasks that teachers plan do not always challenge more able pupils in particular to make the progress that they should. In addition, work in pupils' books

over time shows that, in a few classes, less able pupils do not complete the work that they are asked to do, because it is too difficult for them to access, or they are uncertain how to begin. Often, this mismatch is because teachers plan learning objectives that focus on the activity, rather than the next steps in pupils' skills and learning. For example, teachers provide many opportunities for pupils to work collaboratively in groups to research and devise a presentation, with a focus on the finished product. This often provides good opportunities for pupils to develop their social and communication skills, but does not always challenge all pupils to develop their reading, writing and numeracy skills at the right level.

Teachers have worked to develop a consistent feedback system using pink, green and purple pens. Nearly all pupils understand the system and can explain the purpose of the different colours. A few pupils are beginning to take good account of ongoing feedback, for example editing their own writing during the redrafting process. Pupils in many classes respond to their teachers' helpful written feedback, especially in English. However this is not consistently the case across the key stage. In topic and science books, the quality of teachers' marking and feedback is more variable, and in a few classes, teachers do not provide pupils with regular enough feedback in these subjects.

R2. Raise standards in reading, writing and mathematics in key stage 2

Inspectors did not evaluate this recommendation during this visit.

R3. Revise the curriculum so that it is broad and balanced and meets the needs of all pupils

Across the school, teachers use the recently adapted planning format to cover the broad curriculum areas through topics over a three-year cycle. However, currently, there are inconsistencies in the curriculum provision, especially across the mixed-age classes. Leaders have recognised the need to review the coverage of science and religious education to ensure all pupils receive their entitlement. The school is beginning to consider the requirements of the new curriculum for Wales. For example, teachers refer to the four core purposes and areas of learning and experience in their termly planning. However, this work is at an early stage of development.

There are worthwhile opportunities for pupils to contribute their views to topic planning, and this engages pupils' interests well. Teachers are beginning to make effective use of visits and visitors to enrich learning experiences. Many teachers plan interesting opportunities to develop pupils' creative skills through art, music and drama. For example, in lower key stage 2, pupils develop their sketching and shading skills well, inspired by a falconry visit.

Planning for literacy and mathematical skills is systematic, and schemes of work support teachers to build upon pupils' skills appropriately in English and mathematics lessons. However, the opportunities for pupils to apply and consolidate their skills in a meaningful way across the curriculum remain underdeveloped. For example, pupils learn and rehearse their basic writing skills at an appropriate level during English lessons. Currently, however, they do not apply and consolidate these skills well enough, for instance through writing extended pieces in other subjects or areas of learning. The opportunities for pupils to develop their numeracy skills across the curriculum are at an early stage of development.

Most teachers are beginning to use the recently introduced system to track the planned coverage of the literacy and numeracy framework and to track pupil progress in these skills across the year groups. However, the system is very new, and leaders cannot yet evaluate its impact on pupils' progress.

Most foundation phase staff provide appropriate areas within their classrooms to develop and support pupils' independent skills. However, the tasks that teachers plan within the enhanced provision do not always provide enough challenge for the wide range of learners' abilities. For example, too often pupils of all abilities are provided with a printed picture to colour or decorate.

Across the school, most teachers continue to develop classrooms and communal areas as supportive learning environments. Teachers and support staff are beginning to consider how to use the outdoor area to enhance pupils' learning. For example, Year 1 pupils use the garden area to develop their listening skills appropriately and talk about their senses.

R4. Challenge more able pupils

Inspectors did not evaluate this recommendation during this visit.

R5. Strengthen the effectiveness of senior leaders in identifying and addressing shortcomings in standards and provision

The headteacher has continued her work with the local authority to consider ways to restructure the school's leadership, to reflect the changing needs of the school. There is a plan to expand the leadership team, to increase leaders' capacity to bring about change. However, this plan has yet to be implemented.

The governing body continue to develop their capacity to support and challenge the school appropriately. The chair has a clear understanding of the limited progress made to date and the barriers to further improvement. There is still a vacancy for a local authority governor.

Leaders monitor aspects of the provision conscientiously, for example through work and planning scrutiny, and listening to learners. They identify where teachers' work complies with the school's policies and procedures, for example regarding marking and feedback to pupils. However, too often the focus of monitoring is not precise enough to identify clearly where improvements to the provision result in improved pupil progress. Leaders recognise a need to revisit identified shortcomings routinely, in order to ensure that any agreed improvements have been implemented successfully. Currently, this does not happen consistently enough.

The headteacher has devised a detailed monitoring schedule to direct individual leaders' non-contact time. However, currently there is no cohesive overview to pull together the outcomes of the individual monitoring activities across the different priorities for improvement. As a result, there is no clear overall picture of where initiatives have been successful in improving pupils' outcomes, or strategy where further work is required. This means that the self-evaluation process is not yet secure enough to provide leaders with a well-evidenced understanding of the school's current performance.

Overall, individual leaders are now more actively involved in purposeful monitoring activities. However, collectively, leaders' monitoring and evaluation skills are not sharp enough to ensure that the provision and pupils' outcomes are consistently good. For example, monitoring is not tight and rigorous enough to identify where the curriculum coverage in individual classes falls short of pupils' full entitlement. On occasions, leaders' monitoring correctly identifies a shortcoming, but this is not followed through in order to rectify the problem. As a result, leaders do not always identify and address underperformance robustly enough, in a timely manner.

R6. Address the safeguarding issues identified during the inspection

Inspectors did not evaluate this recommendation during this visit.

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Appendix B

PROGRESS REPORT: SCHOOLS REQUIRING SPECIAL MEASURES

Name of school: Plasnewydd Primary School

Date of inspection: January 2018

Level of follow-up monitoring: Special Measures

School's current categorisation:

Improvement capacity: D (2018 categorisation)

Support category: Red (2018 categorisation)

1. Context

- 1.1 The school continues to make progress through the actions identified in the Post Inspection Action Plan.
- 1.2 The majority of milestones are currently actioned in line with the timeframes in the PIAP and many middle leaders are starting to take greater ownership of the actions required to make progress.
- 1.3 The chair of governors works closely with the headteacher providing a wide range of support and challenging underperformance. They attend LA progress review meetings and understand the need for the school to make significant improvements quickly.
- 1.4 Governance has been enhanced through the addition of a new parent governor who has experience of performance improvement in an industry context. This has improved the level of challenge at the half-termly curriculum and standards committee meetings.
- 1.5 The consultant governor has provided a range of training for the headteacher and governors. This includes improving the quality of the headteacher report to governors and the questions governors should be asking of performance and improvement at termly meetings.
- 1.6 The impact of the training remains limited. Questions for the headteacher are now invited from the governors prior to curriculum and standards meetings, once governors have received the improvement report from the headteacher.
- 1.7 This is beginning to have an impact on the level of scrutiny. Middle leaders have begun to provide feedback at these meetings, although the level of strategic understanding remains limited.

1.8 The Challenge Adviser attends termly curriculum and standards committee meetings to support governors in their challenge role.

1.9 The school is receiving a significant package tailored to the address the priority areas in the PIAP. This includes:

- Red Support Challenge Advisers (CA) supporting with all areas of PIAP and monitoring progress and supporting Headteacher wellbeing
- Central South Consortium literacy and numeracy support team supporting with curriculum, teaching and learning
- Local primary schools to share good practice and support with wider curriculum developments

2. Progress report against the inspection's recommendations

Recommendation 1: Improve the quality of teaching and assessment in key stage 2

The local authority judges the school to have made **satisfactory** progress in this recommendation.

- Joint lesson observations focussing on literacy and numeracy across the curriculum were carried out in June 2019.
- Observations across the curriculum identified that 60% of teaching is good, 20% is adequate and 20% is unsatisfactory and in need of significant improvement.
- The headteacher has implemented support plans for teachers where teaching and learning remain unsatisfactory.
- All staff have visited local schools to observe good practice. The focus has been on lesson pace, learning objectives and success criteria, feedback and differentiation. All staff have identified strategies that they will develop in their classrooms and feedback has been shared with all staff.
- All staff have received one to one support from the C.A. discussing their well-being, workplace relationships and development of teaching skills.
- All teaching staff use the online Teaching Continua to review their current practice.
- Differentiation remains a significant area of focus and development.
- The new marking policy is being implemented suitably in many classes and a majority of pupils are able to accurately explain the use of green and pink pens.

- FIT (Fix It Time) has been introduced giving pupils time to respond competently to marking feedback. This is evident in most classes.
- Staff have planned for their termly topics with the pupils, giving them input into what they would like to learn and enabled them to engage more purposefully in their learning.
- Termly planning overviews continue to develop and help ensure a greater breadth of learning experiences are accessed by most pupils. AoLEs have been included in the termly planning overviews to move thinking away from the National Curriculum subjects and into the New Curriculum for Wales.
- AFL strategies are used appropriately by all teaching staff but not always in a cohesive way.

Recommendation 2: Raise standards in reading, writing and mathematics in key stage 2

The local authority judges the school to have made **limited progress** in this recommendation.

- All staff have had Guided Group Reading training with CSC literacy lead. This is beginning to impact on the quality of provision.
- Extended writing now has a higher priority within termly planning. There is evidence in a majority of classes of pupils having greater opportunities to write at length in an increasing range of genres. However, standards still need to further improve and staff still need to understand higher order writing skill development.
- A majority of staff are beginning to address numeracy skills appropriately in other curriculum areas.
- In most mathematics books, there were opportunities to develop reasoning skills at an appropriate level.

Recommendation 3: Revise the curriculum so that it is broad and balanced and meets the needs of all pupils

The local authority judges the school to have made **satisfactory** progress in this recommendation.

- A new planning template, based on areas of learning and experience, is being successfully used by most staff.

- Many pupils have opportunities to input into the termly planning as a result pupil voice in developing the curriculum is becoming more meaningful.
- Coverage of the statutory RE curriculum is now evident in most books.
- Many children are more engaged in their learning as it's been increasingly driven by their input.
- Most staff plan using the theme matrix with pupils working in groups to give input.
- Book scrutiny shows most staff are beginning to plan opportunities for using literacy, numeracy and ICT skills across the curriculum.
- Pupils in most classes have had experience of art, music and drama to promote cultural development.
- Evidence from monitoring activities demonstrates an increasing broader curriculum is being planned for and delivered.

Recommendation 4: Challenge more able pupils

The local authority judges the school to have made **limited progress** in this recommendation.

- Whilst staff know who the more able (MA) children are in their class, planning and provision for the more able does not consistently provide higher levels of challenge.
- The “Chilli Challenge” has been introduced in a majority of classes in key stage 2 and learning objectives (LO) have been differentiated to address the needs of MAT pupils. However, the challenges set are not sufficiently aspirational to challenge all more able pupils.
- Book scrutiny shows many teachers are now beginning to differentiate to add challenge for MAT pupils.

Recommendation 5: Strengthen the effectiveness of senior leaders in identifying and addressing shortcomings in standards and provision

The local authority judges the school to have made **limited progress** in this recommendation.

- Overall, management process have insufficient rigour and remain inconsistent across the school.
- The change management process lacks pace and drive and progress against many of the recommendations remains limited.
- Senior leaders need to develop a sense of urgency about the pace of progress and hold themselves and their middle leaders to account for the lack of progress.
- The senior leader is working closely with HR on a range of issues to develop their understanding of capability processes to challenge underperformance at all levels. However, these processes remain at an early stage.
- The strategic role for the majority of middle leaders is under developed.
- SLT members have worked with TLR post holders at partner support schools to develop their understanding of the expectations of middle leaders. However, the impact of this support remain limited.

Recommendation 6: Address the safeguarding issues identified during the inspection

The local authority judges the school to have made **good progress** in this recommendation.

- Maglock and video intercom fitted to main school gate. All access controlled and monitored by school staff.
- All access to Flying Start controlled by their staff using identical system to above.
- CCTV extended and can be added to if necessary.
- All staff Team Teach trained by the start of the academic year.
- All staff able to keep appropriate records, including the Bound and Numbered book which is kept securely in the HT office.
- Site secure

- Staff appropriately trained.
- Record keeping appropriate and in line with policy.

3. The local authority’s view of the school’s progress in summary and the school’s capacity to secure further improvement

- 3.1 The local authority judges the school to have made limited progress in three of its recommendations, satisfactory progress in two recommendations and good progress in one recommendation.
- 3.2 The school has begun to address many of the actions identified in the PIAP but currently there is insufficient evidence to show anything more than limited progress overall.
- 3.3 The school’s capacity to improve has been strengthened with a new CoG and new parent governor. The headteacher and SLT have begun to take action in addressing priority areas however, there is still much to be done.

4. Further action the consortium and local authority will take to support and challenge the school

- 4.1 The local authority and consortium will continue to provide ongoing, intense support to the school to address and progress all priorities in the PIAP.
- 4.2 A significant and pressing area for development during the next two terms will be leadership and governance.
- 4.3 The LA have issued a formal warning letter to the headteacher and chair of governors.

Challenge Adviser: Simon Phillips (substantive) / Jonathan R Davies (interim)

Signed: *Simon Phillips*

Date: 13th March 2019

Director of Education:.....

Signed: **Date:**.....

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO SUBJECT OVERVIEW AND SCRUTINY COMMITTEE 1

9 OCTOBER 2019

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;

2. Connection to Corporate Improvement Objectives / Other Corporate Priorities

- 2.1 The key improvement objectives identified in the Corporate Plan 2018–2022 have been embodied in the Overview & Scrutiny Forward Work Programmes. The Corporate Improvement Objectives were adopted by Council on 22 February 2018 and formally set out the improvement objectives that the Council will seek to implement between 2018 and 2022. 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").
- 3.3 The FWPs will remain flexible and will be revisited at each COSC meeting with input from each SOSOC and any information gathered from FWP meetings with Corporate Directors and Cabinet.

4. Current Situation / Proposal

- 4.1 Attached at **Appendix A** 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 Implications

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 The delivery of the Forward Work Programme will be met from within existing resources for Overview and Scrutiny support.

9. Recommendations

9.1 The Committee is recommended to:

- (i) 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 A**;

- (ii) Prioritise items from the Forward Work Programme to be presented to the Corporate Overview and Scrutiny Committee for scheduling for the next round of Overview and Scrutiny Committee meetings;
- (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

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CF31 4WB

Background documents

None

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 43 30-Oct-19	SOSC 2	Prevention & Wellbeing Approaches and Day Time Opportunities	To provide Scrutiny the opportunity to add value to a possible delivery model for day opportunities.			Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help; Jackie Davies, Head of Adult Social Care; Mark Wilkinson, Group Manager, Learning Disability, Mental Health and Substance Misuse; Andrew Thomas, Group Manager - Sports and Physical Activity; Denise Moultrie, Senior Manager – Local Authority Inspection; Kay Harries, Operations and Partnership Manager - BAVO	
30-Oct-19	SOSC 1	Post 16 Education Consultation	Report scheduled to go to Cabinet in April 2019 incorporating comments from Scrutiny. This is a further report to receive hard options now going forward for Post-16 Education. Incorporate Penybont model- for discussion			Lindsay Harvey, 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; Andrew Williams, Acting Managing Director CSC Youth Mayor Possible Head Teacher representative?	
04-Nov-19	SOSC 3	Enforcement	Report on enforcement carried out by the Council including reasons for not enforcing fines. * Receive an update on the procurement of an external contractor to undertake enforcement action on littering in the Borough; * Statistics on number of tickets issued, broken down by time and by who * Clarity the role of PCSO's in respect of fixed penalties * Details on the process if fixed penalty isn't paid e.g. legal process Report to include an update on the enforcement vehicle to enable Members to monitor performance: * Detailed feedback on vehicles use; * How are the recordings viewed? * Statistics in relation to letters and details of enforcement.	Prioritised by at FWP Workshop	Last received June 2018	Mark Shephard, Chief Executive Cllr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Operations - Community Services; Kevin Mulcahy, Group Manager - Highways & Green Spaces; Sian Hooper, Cleaner Streets & Waste Contract Manager; Rachel Jones, Corporate Procurement Manager; Representative from legal Representative from Enforcement Agency	
09-Mar-20	SOSC 1	Tynyrheol	MSEP Escalation to Committee			Lindsay Harvey, 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; Simon Phillips, Challenge Adviser Head teacher Chair of Governors	

TABLE B

For prioritisation							
Item				Rationale for prioritisation	Proposed date	Suggested Invitees	
Transformation Grant	To provide an update on progress made with working with 3rd Sector to enhance intergrated services.				Corporate Director proposed for March 2020	Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help;	
Remodelling Children's Residential Services Project	SOSC 1 requested that the item be followed up by Scrutiny in the future for monitoring purposes, incorporating evidence of outcomes. <i>A report is due to go to Corporate Parenting 6 March 2019. Do Members want to receive as information only or as a discussion item?</i>				Corporate Director proposed for later in the year, say Dec 2019	Susan Cooper, Corporate Director, Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help;	
Member and School Engagement Panel - Annual Report (For Information Only)	Annual Update to - SOSC 1 on the work of the Member and School Engagement Panel				Report after March 2020	Spring term 2019 - Plasnewydd Primary School; Summer term 2019 - Ogmere Vale Primary School; Autumn term 2019 - Tynyrheol Primary School.	
Education Outcomes	See Feedback from 30 January 2019				Corporate Director suggested February 2020	Lindsay Harvey, 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; Managing Director CSC Representative from School Budget Forum Headteacher Representation	

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 14</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Home to School Transport</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>Receipt of the external review of transport report not due until end of August. Report not ready until November at the earliest.</p>	<p>SOSC 2 Prioritised January 2020. Corporate Director prioritised February 2020.</p>	<p>Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Smith, Cabinet Member for Education and Regeneration Nicola Echanis, Head of Education and Early Help. Mark Shephard, Chief Executive; Robin Davies, Group Manager Business Strategy and Performance; Tony Hart, Senior Transport Officer Registered Reps</p>	
<p>Post 16 Education - Post Consultation</p>	<p>Back to Scrutiny - Post Consultation</p>		<p>Corporate Director suggested Summer Term</p>	<p>Lindsay Harvey, 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; Andrew Williams, Acting Managing Director CSC Youth Mayor? Andrew Slade, Association of Secondary Heads</p>	
<p>Plastic Free Bridgend</p>	<p>During a OPM it was suggested that this topic should be a research item. What items we procure that uses single use plastic; what choices does that Authority have along with financial implications. To receive an update on the previous recommendations made on 23 July 2018: • Members suggest that the Authority should take the lead on reducing single use plastic and encourage local businesses to follow suit. Officers responded that this would be discussed at Cabinet/CMB; • Members recommend that the Authority use social media to communicate what can be recycled at kerbside and at Community Recycling Centres;</p>	<p>SOSC 1 Prioritised</p>		<p>Mark Shephard, Chief Executive Cllr Richard Young, Cabinet Member – Communities; Zak Shell, Head of Operations - Community Services;</p>	
<p>Empty Properties</p>	<ul style="list-style-type: none"> • To consider the impact of the removal of the 50% discount, after a suitable period of time to allow it to have an affect; • To receive evidence that demonstrates the 'Activity' of work that has been undertaken across the Authority given the crossovers and links this subject has with other services; • To consider the pilot project mentioned by Officers where the Authority was looking to engage and work with RSLs to support property owners from a management perspective with the overall aim being to return a property back to use; • To monitor the performance and outcomes of the strategy including scrutiny of the national PIs for empty properties contained within the Authority's Corporate Plan as well as any further underlying targets and expected outcomes related to the strategy; • To consider how the Authority deals with property owners who persistently refuse to engage with the Council. • To consider any future alternative strategy that relates to Commercial properties. 			<p>Martin Morgans, Head of Performance and Partnership Services Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Cllr Hywel Williams, Deputy Leader Helen Rodgers - Revenues Manager Lynne Berry - Group Manager Housing & Community Jonathan Flower - Senior Strategic Officer</p>	
<p>Emergency Accommodation</p>	<ul style="list-style-type: none"> • To receive a more detailed option appraisal with reference to the replacement facility in Brynmenyn in the short, medium and long term including costings and timescales; • To receive an update in relation to Members recommendation to explore the opportunity to utilise surplus Local Authority owned buildings; • Members request a site visit to the Kerrigan Project direct access floor space facility that is managed by Gwalia. 		<p>Corporate Director proposed that these items should be presented at the same time. Emergency Accommodation, Homelessness Strategy and Supporting People Grant.</p>	<p>Martin Morgans, Head of Performance and Partnership Services Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Cllr Hywel Williams, Deputy Leader Helen Rodgers - Revenues Manager Lynne Berry - Group Manager Housing & Community Jonathan Flower - Senior Strategic Officer</p>	
<p>Homelessness Strategy</p>	<p>Members requested that the report include: - Progress on implementation of the strategy; - Report to include information on vulnerable groups such as ex-offenders and care leavers. Members raised questions in that Bridgend have 8 people sleeping rough but have 13 empty beds?</p>			<p>Mark Shephard, Chief Executive; Martin Morgans, Head of Performance and Partnership Services Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Lynne Berry, Group Manager, Housing & Community Regeneration; Joanne Ginn, Housing Solutions Team Manager.</p>	
<p>Supporting People Grant</p>	<p>Following the implementation of the Homelessness Strategy, Members have requested to receive a further report on the Supporting People Grant and provide an update in relation to what steps have been implemented as recommended by the Independent Review undertaken.</p>			<p>Mark Shephard, Chief Executive Sue Cooper, Corporate Director Social Services and Wellbeing Martin Morgans Lynne Berry Cllr Dhanisha Patel, Cabinet Member Future Generations and Wellbeing Ryan Jones, Supporting People Strategy Planning and Commissioning Officer</p>	

Secure Estate	Possibly an information report to follow up on recommendations made on 31 May 2018. Are G4S a profit making organisation?			Susan Cooper Corporate Director Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help; Jacqueline Davies, Head of Adult Social Care; Laura Kinsey, Head of Children's Social Care;	
Welsh Community Care Information Systems (Information Report)	Corporate Director offered an to members on how WCCIS has developed over the last few years. Members agreed to receive this at a future meeting			NA	
Early Help and Family Support	<p>Presentation provided to Corporate Parenting on the below issues.</p> <ul style="list-style-type: none"> • Detail of the process for a child coming into care - From a referral being received to a decision being made; • How is ongoing support established as well as any associated costs; • How is the step down or step up process monitored? • If individuals need support from more than one service (such as IFSS and Baby in Mind) how do services work together to monitor the individual? • Historical data to enable Members to determine if there has been any progress made; • Report to include clearer evidence of outcomes; • More examples of case studies outlining processes, challenges and outcomes achieved; • Members raised concerns regarding the freedom that schools have in the framework for teaching Personal and Social Education for preparing youngsters with Life Skills especially in Flying Start areas. Members therefore request details of what and how pupils are taught and how they monitor its effectiveness. <p><i>A report to be provided detailing position statement one year on. (May 2020)</i></p>		Corporate Director suggested 01/06/2020	Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Mark Lewis, Group Manager Integrated Working and Family Support	
ALN Reform	To receive an update on implementation on the act. <i>Bill delayed by 1 year - update report only</i>		September 2020 SOSC2 (Previously went to SOSC2 18/10/18)	Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help. Michelle Hatcher, Group Manager Inclusion and School Improvement Elizabeth Jones, Additional Learning Needs Transformation, Central South; Denise Inger, Chief Executive Director SNAP Cymru; Caroline Rawson, Assistant Chief Executive Director SNAP Cymru Specialist Officer Post 16 Education & Training.	
Empty Commercial Property	Members requested that the report include: - Members understand that the Council are concentrating on domestic housing in the first instance when implementing the Empty Property Strategy, but have requested to receive a report on plans for empty commercial property when the timing is appropriate.			Mark Shephard, Chief Executive; Zak Shell, Head of Operations - Community Services	
Mental Health Strategy	Members requested that the report include: - Members acknowledged that the Council are compiling a Mental Health strategy and recommended that the Council take into account the statistic that 95% of emergency calls received by the police after 5.00pm are in relation to mental health. - Provide details on Section 136 CAMHS to lead			Cllr Phil White, Cabinet Member – Social Services and Early Help; Lindsay Harvey, Corporate Director - Education and Family Support; Susan Cooper, Corporate Director, Social Services and Wellbeing; Representatives from CSP?	
Dementia Care	Members requested that this remain on the FWP to see what progress has been made since this last camee to Committee in April 2019 <ul style="list-style-type: none"> • An update on plans to enable alternative options for short break beds • Members have asked for an update in relation to carrying out dementia awareness training through Corporate Training; • Facts and figures on Dementia Care through Cwm Taf. 		Corporate Director suggested 01/04/2020	Susan Cooper Corporate Director Social Services and Wellbeing; Cllr Phil White, Cabinet Member – Social Services and Early Help; Jacqueline Davies, Head of Adult Social Care;	
School Governing Bodies	MSEP expressed concerns over Governor training and whether it was sufficient enough to enable School Governors to carry out their role effectively. The Panel requested that this be investigated by Scrutiny with a view to a recommendation that Governor training be reviewed and improved to make it more effective and fit for purpose. Members proposed that a job description, for example, be provided when schools advertise for Parent Governors to ensure that the right people apply for the position and understand what is expected of them. At SOSC 1 on 29 April 2019, Committee also concluded the following in relation to comments from MSEP: <ul style="list-style-type: none"> • Due to the fact that there are currently approximately 41 vacancies for School Governors, Members recommend that the promotion and advertising for these appointments are considered; • That the proposed School Governor job description also include the days of scheduled meetings to outline what commitment the post would necessitate; • Due to training sessions being cancelled due to non-attendance, Members request that the promotion of School Governor training sessions is explored; • That a selection of School Governor representatives are invited to attend the meeting to provide their views. <p><i>(see responses to this feedback)</i></p>		Corporate Director suggested Summer/Autumn Term	Lindsay Harvey, 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; Andrew Williams, Acting Managing Director CSC Robin Davies, Group Manager Business Strategy and Performance; Dawn Davies, Principal Officer Knowledge Management and Learners Cllr T Beedle, Chair of BGA	
Post Inspection Action Plan	Post Inspection Action Plan - recommendations * Termly Report on PIAP <i>From MSEP Plasnewydd</i> Include movement of pupils Based on evidence received, the Panel requested that a scoping exercise be carried out by Scrutiny Officers to determine whether there is an item suitable for Scrutiny in relation to the movement of pupils from Welsh Schools to English schools within the County Borough.		Corporate Director proposed late September 2020	Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Nicola Echanis, Head of Education and Early Help; Michelle Hatcher, Group Manager Inclusion and School Improvement Andy Rothwell, CSC Senior Challenge Advisor; Andrew Williams, Acting Assistant Director CSC	

<p>Strategic Review of Health & Safety Responsibilities</p> <p>Page 40</p>	<p>Practice , Policy and review of reported "near misses".</p> <ul style="list-style-type: none"> - How many near misses have been reported? - How did we respond? - What lessons have been learnt? <p>With reference to a recommendation made by BREP 2018 - The Panel request that an assessment of School Crossing Patrol and possible alternatives is included in this report</p> <p>Scrutiny Chairs have agreed to carry out an 'Information Gathering' exercise, interviewing representatives from schools, governors from schools and parents to present alongside the Officer report.</p> <p>Item to include information gathered from Scrutiny Chairs Research Group</p>		<p>Wait until after scrutiny research group completed</p>	<p>Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Gary Squire, Health and Safety Manager Mark Shephard, Interim Chief Executive Hannah Castle - Secondary School Head Teacher representative Mr Jeremy Thomson - Primary school headteacher Representative</p>	
<p>Youth Offending Service</p>	<p>Report to come to scrutiny to address inspection action plan</p>			<p>Lindsay Harvey, Corporate Director - Education and Family Support; Cllr Charles Smith, Cabinet Member for Education and Regeneration; Susan Cooper, Corporate Director - Social Services and Wellbeing Representatives from Heath Service and SWP</p>	
<p>The following items for briefing sessions or pre-Council briefing</p>					
<p>Item</p>	<p>Specific Information to request</p>				
<p>Ford Engine Plant</p>	<p>The Committee discussed the possible job losses from the Ford engine plant in Bridgend and were pleased to know that the Council were readily available to support the employer and employees. Members request to revisit this topic at a future meeting when a decision has been confirmed to explore the wider implications of the closure of Ford engine plant.</p>	<p>Nov-19</p>			
<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.</p> <p>To also cover the following:</p> <ul style="list-style-type: none"> • Regional Annual Plan • Bridgend Social Services Commissioning Strategy 				
<p>Cwm Taf Regional Working</p>	<p>Provide a overview of working relationships with Cwm Taf. How are we undertaking regional working?</p>	<p>Apr-20</p>			
<p>Changes to Education Outcomes</p>	<p>Update on how education outcomes are now being reported based on new WG legislation</p>				

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO OVERVIEW AND SCRUTINY COMMITTEE 1

9 OCTOBER 2019

REPORT OF THE HEAD OF LEGAL AND REGULATORY SERVICES

OVERVIEW AND SCRUTINY – FEEDBACK FROM MEETINGS

1. Purpose of report

- 1.1 The purpose of this report is to present the feedback from the previous meeting of the Subject Overview and Scrutiny Committee 1 for discussion, approval and actioning.

2. Connection to corporate improvement objectives/other corporate priorities

- 2.1. This report assists in the achievement of the following corporate priority/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 be 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. All conclusions, recommendations and requests for additional information made at Overview and Scrutiny Committee meetings are sent to Officers for a response to ensure that there are clear outcomes from each topic investigated.
- 3.2. These are then presented to the relevant Scrutiny Committee at their next meeting to ensure that they have received a response.
- 3.3. For Subject Overview and Scrutiny Committees (SOSC), 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 Forward Work Programme (FWP) or to agree it remains an item for future consideration and prioritisation.

4. Current situation/proposal

- 4.1. Members will recognise that capturing and assessing the impact of Scrutiny is not an easy task as the outcomes of Scrutiny activity are not always tangible and able to be measured in a systematic way.
- 4.2. Whilst 'outputs' like the number of recommendations approved by Cabinet or accepted by Officers may shed light, this does not reveal the extent to which the substance of the recommendations were actually implemented and whether or not intended outcomes were achieved.
- 4.3. Sometimes there are no measureable outputs from Committee discussion yet the opportunity for Cabinet Members and Officers to reflect on proposed courses of action has influenced the way in which the proposal was implemented. It is important to reflect some of the intangible effects of Scrutiny and its ability to influence decision makers through discussion and debate.
- 4.4. With this in mind, during the Overview and Scrutiny Workshops held in May 2019, Members discussed the regular feedback received from Officers in relation to Scrutiny Committee recommendations and comments. Evidence presented at the workshops indicated that there was a gap in the Scrutiny process for the follow up and actioning of recommendations to Officers which made it difficult to evidence what impact each Committee had achieved.
- 4.5. As a result Members agreed that a more effective process for considering and following up on feedback was required and recommended that the FWP and the feedback from meetings be presented to Scrutiny Committees as two separate items. This would firstly give the feedback more importance on the agenda and also an opportunity for the Committee to consider it in more detail.
- 4.6. This process will also take into account a previous recommendation made by Wales Audit Office whilst undertaking a review of Scrutiny - 'for the Council to ensure that the impact of scrutiny is properly evaluated and acted upon to improve the function's effectiveness; including following up on proposed actions and examining outcomes'.
- 4.7. It is recommended that the Committee approve the feedback and responses to the comments and recommendations prepared by Members at the previous meeting (Attached as **Appendix A**), allocate Red, Amber and Green (RAG) statuses to each recommendation where appropriate and action the feedback as needed.
- 4.8. The RAG status would consist of the following:
 - Red – where there has been no response;
 - Amber – where Members consider the recommendation/comment requires follow up action, for example where a recommendation has been accepted but there would be a need for follow up to see if it has been implemented;
 - Green – where Members consider a suitable response has been provided and no follow up action is required.
- 4.9. The Committee would then monitor these RAG statuses on an ongoing basis and action as they see appropriate. For Amber statuses, it is proposed that updates be provided after six months to allow time for the recommendation to be implemented.

4.10. It is further recommended that this process be used to monitor any feedback from Cabinet in response to any pre-decision scrutiny items that are then presented to them and any further formal recommendations that are sent from Scrutiny to Cabinet.

5. Effect upon policy framework and procedure rules

5.1. The work of the Overview and Scrutiny Committees relates to the review and development of plans, policy or strategy that form part of the 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.

6. Equality Impact Assessment

6.1. There are no equality implications arising directly from this report.

7. Well-being of Future Generations (Wales) Act 2015 implications

7.1. The well-being goals identified in the Act were considered in the preparation of this report. It is considered that there will be no significant or unacceptable impacts upon the achievement of well-being goals/objectives as a result of this report.

8. Financial implications

9.1. There are no financial implications arising from this report.

9. Recommendation

9.1. The Committee is recommended to consider the attached feedback and Officer's responses (**Appendix A**) and:

- a) Allocate RAG statuses where appropriate;
- b) Make any further comments in relation to Officer's responses.

K Watson
Head of Legal and Regulatory Services

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Background Documents: None

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Post Inspection Action Plan

23 August 2019

Members wished to make the following comments and conclusions:	Response/Comments	RAG Status
<i>Members made the following recommendations</i>		
The Committee was pleased to note the proposals contained within the Post-Inspection Action Plan in respect of the four main recommendations and the plans to improve the areas for development.	Noted.	
The Committee requested that in addition to officers providing termly reports in relation to progress against the Post-Inspection Action Plan objectives to the School Improvement Group, it also receives reports on those outcomes at the end of each term to ensure the recommendations are being achieved.	The Education and Family Support Directorate would be happy to update Scrutiny on progress against post-inspection action plan objectives. We will provide a summary report to Scrutiny at the end of each term.	

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