

**Education and Family Support Services Directorate Performance** - The Education and Family Support Directorate has 12 commitments to support corporate priorities. Of these, 2 are 'red', 2 are 'amber' and 8 are 'green'. The directorate has 40 live performance indicators with 8 reporting as 'red', 8 reporting as 'amber', 17 reporting as 'green' and 6 where a status cannot currently be allocated. Additionally, the indicator relating to the directorate's performance against the MTFS savings requirement is reported as broadly 71% 'green' and 29% 'red'. There are detailed explanations in the body of the report and plans are in place in all areas.

Commitments 2017-2018	RAG – current progress against commitment				All Indicators (incl. Finance and sickness performance indicators (PIs))		National Indicators	
Year end 2016-2017 Directorate Commitments to delivering Corporate priorities	Total	Red	Amber	Green	Performance vs Target	Trend vs Year End 2016-2017	Performance vs Target	Trend vs Year End 2016- 2017
Priority One – Supporting a successful economy	4	2	0	2		<p>↑ 11</p> <p>↓ 10</p> <p>↔ 3</p>		<p>1 indicator is non comparable</p>
Priority Two – Helping people to be more self-reliant	3	0	0	3				
Priority Three – Smarter use of resources (2 cancelled)	5	0	2	3				

**Finance**

**Revenue Budget**

- The net budget for the Directorate for 2017-18 was **£108.461 million**
- The yearend outturn was **£108.387 million**, following draw down of £3.080 million from earmarked reserves, resulting in an **underspend of £74,000**.

**Capital Budget**

- The capital budget for the Directorate for 2017/18 is **£27.833m**, with a capital spend for the year of **£18.676m** and slippage of **£9.128m** requested.

**Efficiency Savings**

Savings (£000)	2017-2018	%
Savings Target	577	100%
Achieved	411	71.2%
Variance	166	28.8%

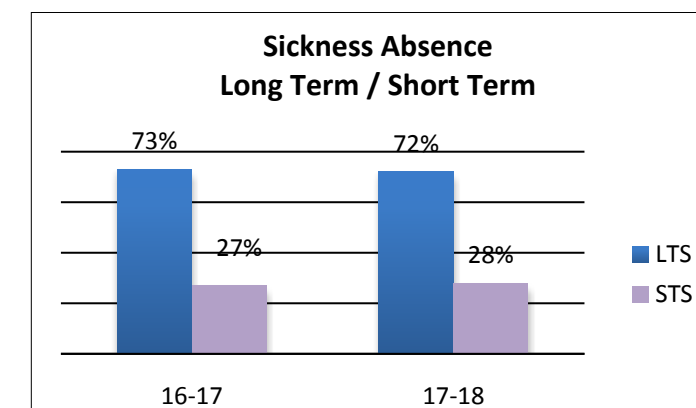
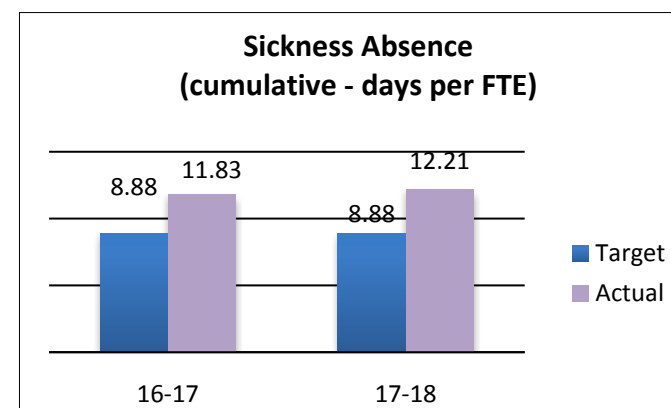
Additional financial information is provided at the end of the report.

**Human Resources**

**Staff Number (full-time equivalent (FTE))**

2016-2017	2017-2018
536.86	530.89

**Sickness**



In 2017-2018, there was a slight increase in the cumulative number of sickness absence days per FTE compared to the previous year. The number of sickness occurrences reduced marginally. Long-term sickness continued to be a feature in the performance and the number of staff experiencing absences of 21 days or longer was static.

	<p>The directorate is continuing to undertake detailed interrogation and analysis of raw sickness data on a quarterly basis and is currently extending its analysis of sickness by reason. The outcomes of this are provided to group managers, for consideration and determination of appropriate actions. Additionally, this is supported by Senior Management Team overview. Strong challenge and support for managers is improving processes in respect of recording, challenging and supporting staff in their return to work.</p>																														
<p><b>Implications of Financial Reductions on Service Performance and other Key Issues/challenges</b></p>	<p><b>High Corporate Risks</b></p>																														
<p><b>Directorate Budget</b></p> <p>The Medium-Term Financial Strategy (MTFS) savings target for the Education and Family Support Directorate for 2017-2018 is £577,000. At Quarter 4, we reported that £411,000 of this saving had been achieved.</p> <p>The main pressures on centrally-retained budgets are associated with recoupment (out-of-county placement) and home-to-school transport costs. The full implications of the ALN Reform Bill are not known at this time although they will inevitably place pressure on directorate budgets.</p> <p><b>Schools' delegated budgets</b></p> <p>Net overall school balances totalled £866,000 at the start of the financial year. During 2017-2018, school balances reduced by £506,000 to £360,000 at the end of the financial year, representing 0.39% of the funding available. Out of a total of 59 schools, there are 22 schools (17 primary, 4 secondary and 1 special) with deficit budgets and 9 schools (7 primary, 1 secondary, 1 special) with balances in excess of the statutory limits (£50,000 primary, £100,000 secondary and special schools) in line with the School Funding (Wales) Regulations 2010. It must be noted that, had the Welsh Government not provided a last minute grant of £630,000 towards repairs and maintenance costs, the overall schools' balance would have been a negative figure, -£270,000.</p>	<table border="1"> <thead> <tr> <th>Residual Risk</th> <th>Improvement Priority</th> <th>Likelihood</th> <th>Impact</th> <th>Overall</th> </tr> </thead> <tbody> <tr> <td>Supporting vulnerable children, young people and their families</td> <td>2, 3</td> <td>5</td> <td>4</td> <td>20</td> </tr> <tr> <td>Educational provision</td> <td>1,2 and 3</td> <td>4</td> <td>4</td> <td>12</td> </tr> <tr> <td>Educational attainment</td> <td>1,2</td> <td>3</td> <td>4</td> <td>12</td> </tr> <tr> <td>School modernisation</td> <td>1,2 and 3</td> <td>3</td> <td>4</td> <td>12</td> </tr> <tr> <td>The implementation of Additional Learning Needs Reform Bill</td> <td>1,2 and 3</td> <td>4</td> <td>4</td> <td>16</td> </tr> </tbody> </table>	Residual Risk	Improvement Priority	Likelihood	Impact	Overall	Supporting vulnerable children, young people and their families	2, 3	5	4	20	Educational provision	1,2 and 3	4	4	12	Educational attainment	1,2	3	4	12	School modernisation	1,2 and 3	3	4	12	The implementation of Additional Learning Needs Reform Bill	1,2 and 3	4	4	16
Residual Risk	Improvement Priority	Likelihood	Impact	Overall																											
Supporting vulnerable children, young people and their families	2, 3	5	4	20																											
Educational provision	1,2 and 3	4	4	12																											
Educational attainment	1,2	3	4	12																											
School modernisation	1,2 and 3	3	4	12																											
The implementation of Additional Learning Needs Reform Bill	1,2 and 3	4	4	16																											

## Head of Education and Family Support

The Education and Family Support Directorate has 12 commitments to support corporate priorities. Of these, 2 are rated as 'red', 2 are rated as 'amber' and 8 are rated as 'green'. Comprehensive narrative is provided against each of the commitments and associated performance indicators below.

### Improvement Priority One: Supporting a successful economy

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<b>P1.1.1</b>	Continue to work with the Cardiff Capital Regional Skills and Employment Board and BCBC led local projects to help shape employment opportunities, including continuing to capture apprenticeship opportunities, and develop a skilled workforce to meet those needs	<b>GREEN</b>	<p>The LSKiP (Learning, Skills and Innovation Partnership Plan) annual supply plan has been shared with senior curriculum managers and discussions are in progress on the 2018 "offer" for learners. A new web site links to Careers Wales, where there are regional highlights of the skills and job opportunities, to encourage young people to select subjects relevant to employment prospects and the needs of the local economy.</p> <p>Community Benefits (including apprenticeships) requirements are part of the contract documentation for the 21st Century Schools Modernisation programme with the requirement being for 1 apprenticeship per £1m of contract value.</p> <p>In the Education and Family Support Directorate, all vacancies suitable for apprenticeship are challenged by the Business Manager. The directorate has an excellent track record in appointing apprentices to suitable roles and is currently looking beyond the L1/L2 apprentice positions to L3, where suitable.</p>	
<b>P1.1.4</b>	Work with schools to close the gap in educational attainments between pupils entitled to free school meals and those who are not and improve outcomes for vulnerable groups including looked after children and young carers	<b>RED</b>	<p>The LA's Vulnerable Groups Strategy provides a key focus for activity to narrow the gap across vulnerable groups, including children eligible for free school meals. An EHE (Electively Home Educated) and Vulnerable Groups Co-ordinator was appointed during the year and improved mechanisms for data and records capture has been implemented. Subsequently, new structures have been implemented to deliver an integrated Vulnerable Groups service. Alongside, this work, the CSC 'narrowing the gap' strategy is fully developed and being implemented to support FSM pupils in Bridgend schools.</p> <p>Bridgend's performance in the 2016-2017 academic year (2017-2018 PI year) year for the attainment of key stage 4 eFSM Vs nFSM pupils (measured by the Level 2 inclusive threshold) was better than the all-Wales average. Despite being 1% point below our target, the gap between the eFSM and nFSM cohorts reduced by 3.4% points in Bridgend while the all-Wales gap increased. Bridgend's result places us above the all-Wales average for this year.</p> <p>(Note: The Level 2 inclusive threshold is a volume of qualifications equivalent to 5 GCSEs at grade A*-C, including English or Welsh first language and mathematics.)</p> <p>The project board for the 'Improving Transition, Progression and Retention Outcomes for Vulnerable Learners with ALN' project has been established with partners. Two workstreams have been agreed and are in progress.</p> <p>An options paper for supported internships leading to the employment of young people with ALN (additional learning needs) has been prepared and shared and a post-16 budget allocated. Discussions are also progressing with Bridgend College regarding engagement with the national supported internship project. However, overall progress for this activity is not at the pace expected and has been complicated by the fact that there is a national scheme running alongside a local agenda. This activity will roll forward into 2018-2019.</p>	The supported apprenticeships programme will be progressed in 2018-2019

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<b>P1.1.5</b>	Progress the implementation of the Good To Great Strategy for young people who are more able and talented (MAT) than their peers to help them reach their full potential	<b>RED</b>	<p>The local authority and Central South Consortium work closely to challenge and support schools in their approaches to support MAT pupils. The use of ALPS data and the Seren Network is helping MAT learners achieve their full potential.</p> <p>In the 2016-2017 academic year (2017-2018 PI year), the percentage of Bridgend learners achieving 3 A-A* grades at A level showed a good increase of 3.3% points, although this was slightly lower than the 3.8 percentage point increase in the all-Wales average. The Seren Network may be a factor in improving performance and, given that the launch in Bridgend was one year behind other local authorities, we may see further positive impact in the future.</p>	<p>A support programme for the subject of biology has now started and will be progressed in 2018.</p> <p>There are some outstanding issues with the full data pack for vulnerable groups, which are being resolved at consortium-level.</p>
<b>P1.1.6</b>	Complete the review into the curriculum and schools' estates for primary, secondary and post-16 education and begin consultation on the proposals, where required, with all stakeholders	<b>GREEN</b>	Cabinet has been fully supportive at all stages of development of broad proposals for the future delivery of post-16 education in Bridgend. Cabinet has commissioned additional activity as a Phase II and the public consultation will occur, starting in September 2018.	

### Improvement Priority Two: Helping people to become more self-reliant

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<b>P2.2.5</b>	Increase the engagement of partners, including schools, in the use of the Joint Assessment Family Framework (JAFF) and Team Around the Family (TAF) processes, which aim to ensure early identification of needs and delivery of support for children and families	<b>GREEN</b>	<p>Our performance in relation to the percentage of completed TAF support plans that close with a successful outcome was better than target.</p> <p>The Public Service Board meeting on 29 January 2018 received a presentation on ACE (Adverse Childhood Events), for consideration of the impact on the Wellbeing Plan.</p>	
<b>P2.2.6</b>	Ensure that all services available work better together to provide vulnerable children with seamless support when needed and prevent them from becoming looked after	<b>GREEN</b>	<p>A review of the Connecting Families service, to assess its fitness for purpose and capacity to respond to competing demands, has been completed and funding has been secured to broaden the remit in relation to Edge of Care and Rapid Response.</p> <p>High level information around Early Help services has been populated in the DEWIS facility. Information has been collated to support the further development of the resource in relation to community and voluntary services available to children, young people and families (as part of the wider Early Help offer). This expanded information will be made available in DEWIS.</p>	
<b>P2.3.1</b>	Work with partners and schools to support carers by providing the right information, advice and assistance where relevant	<b>GREEN</b>	<p>Action for Children (AfC) has been commissioned to continue to deliver awareness events in school to ensure that staff are aware of their responsibilities to young carers and their support needs.</p> <p>To date, AfC has worked in 10 primary schools and 7 comprehensive schools. Events have included whole-school assemblies, 1:1 sessions with young carers to develop their confidence and self - esteem and Personal and Social Education (PSE) sessions to raise awareness of young carers with young people. Several young carers referrals have arisen as a result of the sessions.</p> <p>Young Carers Champions have been identified in 2 colleges; 4 comprehensive schools now have young carers groups in operation.</p> <p>A termly e-newsletter is being issued to all schools in the county borough to both raise awareness and support continued awareness.</p> <p>In the year, 46 young carers' assessments were undertaken. Young carer ID cards continue to be issued to those young carers who indicate a willingness for a card.</p>	

### Improvement Priority Three: Smarter use of resources

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<b>P3.1.1</b>	Implement the planned budget reductions identified in the 2017-2018 budget	<b>AMBER</b>	<p>The MTFS savings target for the Education and Family Support Directorate for 2017-2018 is £577,000. At Quarter 4, we are reporting that £411,000 of this saving has been achieved.</p> <p>None of the proposed savings against Learner Transport have been achieved due to an increase in eligible pupils and the consultation on safe route efficiencies being ongoing.</p> <p>The saving against Built Environment (review of service level agreements with schools) was put on hold pending the Corporate Landlord Review. (Please note: while the management responsibility for the Built Environment Service has transferred, the target was included under Education and Family Support Directorate in the MTFS approved by Council on 1 March 2017. Therefore, this still needs to be reported under the Education and Family Support Directorate's saving target.)</p> <p>The saving against the Speech and Language Service was not met as the proposal had to be changed to refine the service, in partnership with health, to provide a schools-based service. This delayed the proposal.</p> <p>The saving against the Educational Psychology Service was removed from the original proposals and alternative savings put forward by the Directorate to mitigate the removal of this saving proposal.</p>	<p>Alternative savings proposals were put forward by the directorate to mitigate the removal of the saving against the Educational Psychology Service.</p> <p>Shortfalls were met by underspends across wider directorate areas – eg vacant posts held - resulting in an overall underspend for the directorate in 2017-2018.</p>
<b>P3.2.3</b>	Deliver the schools commercialisation project to optimise the use of collective resources available to support schools	<b>GREEN</b>	<p>Completed in Q2.</p> <p>A new "Services to Schools" prospectus was developed and circulated to HTs and take up of services has been monitored.</p>	
<b>P3.3.1</b>	Provide new and improved schools through delivering the agreed actions under the Schools' Modernisation Programme	<b>GREEN</b>	<p>All Band A milestones are complete, and all schemes are on target for completion. Work is progressing on developing Band B schemes. Further work has been undertaken in relation to land availability, developing the project schedules and funding profile, with Welsh Government.</p>	
<b>P3.4.1</b>	Support managers to lead staff through organisational change	<b>AMBER</b>	<p>The directorate is progressing discussions with other local authorities on the corporate Health and Safety service. Currently, the council has not committed to taking forward any formal collaboration.</p> <p>The development of an online accident reporting system has continued to progress and is nearing completion. Implementation will be fully planned.</p> <p>The roll-out of access to the People Manager system is supporting staff management. Also, detailed analysis of sickness data across the directorate aids managers in identifying any service areas where trends in absence may be increasing so that actions can be considered.</p>	<p>The potential of collaboration with Vale of Glamorgan has been delayed due to changes and shortages in staff, however this is now progressing and will conclude in 2018-2019.</p>
<b>P3.4.2</b>	Provide the learning and development opportunities for staff to meet future service needs	<b>GREEN</b>	<p>Having successfully rolled out access to the People Manager system, managers are actively utilising the system for relevant aspects of staff management as well as absence management and recruitment.</p> <p>Close monitoring of sickness data and analysis has contributed to a significant improvement in the completion of the necessary interviews and paperwork following a period of staff absence, when compared to last year.</p>	

## Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 PAMs)	Comments
<b>Service User Outcomes</b>								
<u>DCH2.1.4</u> CP <u>Priority 1</u>	Size of the gap in educational attainments between key stage 4 pupils entitled to free school meals and those who are not (measured by Level 2 inclusive indicator) <i>Lower preferred</i>	23.8	30.1	29.1	↑ 32.5	31.2	n/a	Annual Target: Target reflects our continued drive to improve the performance of eFSM pupils when compared to the performance of nFSM pupils.  Annual Performance: The size of the gap in educational attainments between key stage 4 pupils entitled to free school meals and those who are not (measured by Level 2 inclusive indicator) has improved this year to 29.1% from 32.5% Bridgend is now performing above the all-Wales average which has dropped to 32.4% from 31.2%
<u>DCH2.3.1a</u> (PAM/009) CP <u>Priority 1</u>	The percentage of Year 11 leavers from schools in the local authority identified as not being in education, employment or training in the Careers Wales Annual Destination Survey Statistics. <i>Lower preferred</i>	3.4%	2.8%	1.7%	↓ 1.5%	2.0%	n/a	Annual Target: The target recognises the initiatives that are in progress and the aim to maintain the trend of continuous improvement.  Annual Performance: In the 2016-2017 academic year (2017-2018 PI year) the percentage of NEETs in Year 11 rose from 1.5% to 1.7%. In the same period the all-Wales average fell from 2.0% to 1.6%. As a result, Bridgend's ranking across Wales fell from 6th to 17th.
<u>DEFS2</u> Local <u>Priority 1</u>	The percentage of pupils achieving 5 + A - A* at GCSE. <i>Higher preferred</i>	17.7%	20%	17.7%	↑ 16.2%	n/a	n/a	Annual Target: We are setting an unchanged target in recognition of the impact of the re-set of some examinations.  Annual Performance: The percentage of pupils achieving 5+ A-A* at GCSE has risen this year from 16.2% to 17.7%. This remains above the all-Wales average which has improved to 16.8% from 15.9%
<u>DEFS3</u> CP <u>Priority 1</u>	The percentage of pupils at A level achieving the Level 3 threshold <i>Higher preferred</i>	98.6%	99%	98.1%	↓ 98.3%	n/a	n/a	Annual Target: Target set to reflect the aim of continuing the progression in performance achieved in previous years.  Annual Performance: The percentage of pupils at A level achieving the Level 3 threshold has fallen this year from 98.3% to 98.1% This remains above the all-Wales average which has fallen to 97.1% from 98.0% Slight decline but only represents 1 or 2 students less reaching the threshold out of 714. Maintain target going forward.

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and preferred outcome	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
<a href="#">DEFS4</a> <a href="#">CP</a> <a href="#">Priority 1</a>	The percentage of pupils achieving 3 A-A* grades at A level. Higher preferred	7.5%	10%	9.4%	↑ 6.1%	n/a	n/a	Annual Target: Target set in acknowledgement of the post-16 strategic activity and past performance levels. We are currently undertaking an audit of the ALPS data with schools to establish a more accurate benchmark. The target may be adjusted in light of this work.  Annual Performance: The percentage of pupils achieving 3 A-A* grades at A level has risen this year from 6.1% to 9.4% This remains below the all-Wales average which has risen to 10.5% from 6.7% A good increase toward the target up 3.3 but a slightly lower increase compared to the 3.8 across Wales. The Seren Network may be influencing these increases and in Bridgend our local launch was one year behind other areas, so we may see further impact to come. The significant increase of unconditional offers from universities appears to have some impact on this indicator as they reduce the challenge for the students. In one sixth form, up to 25% of higher education (HE) offers were unconditional.
<a href="#">DEFS11</a> <a href="#">CP</a> <a href="#">Priority 1</a>	The percentage of schools meeting the Learning and Skills Measure in terms of the subject offer at key stage 4 and post-16 <i>Higher preferred</i>	100%	100%	100%	↔ 100%	n/a	n/a	Annual Target: Target set at 100% for the 2017-2018 financial year, as all schools are expected to meet the Learning and Skills Measure at Key Stage 4 and Post-16.  Annual Performance: All schools met the Learning and Skills Measure at Key Stage 4 and Post-16 in the 2016-2017 academic year.
<a href="#">DEFS12</a> <a href="#">CP/Local</a> <a href="#">Priority 1</a>	The average wider points score for learners aged 17 <i>Higher preferred</i>	810	820	695	↓ 806	n/a	n/a	Annual Target: We have set a higher target because we are confident that our improvement approach is effective and that we will continue to deliver further improvement.  Annual Performance: The average wider points score for learners aged 17 has fallen this year from 806.2 to 694.7 This remains below the all-Wales average which has fallen to 730.6 from 823.2 This decline in the average wider points score reflects several changes in Level 3 provision across Wales. The introduction of new A level specifications, the introduction of the revised advanced Welsh Bac and associated grading and changing entry patterns among students. In effect we have entered a new era and will need to regard the 2017 result as a new benchmark point. To note: Welsh Government will be replacing this measure when they introduce the new common performance measures for post-16.
<a href="#">EDU002i</a> <a href="#">Local</a> <a href="#">Priority 1</a>	The percentage of: i) All pupils (including those in local authority care) in any local authority-maintained school, aged 15 as at the preceding 31 August that leave compulsory education, training or work-based learning without an approved external qualification <i>Lower preferred</i>	0.1%	0.1%	0.1%	↔ 0.1%	0.2%	9	Annual Target: The new approach to education for 14-19-year olds will allow for greater variation in what is taught and should reduce the number of pupils, especially those in local authority care, leaving education without a recognised qualification.  Annual Performance: One child out of a cohort of 1636 left compulsory education, training or work-based learning without an approved external qualification in the 2016-2017 academic year (2017-2018 PI year). Bridgend's percentage remains unchanged at 0.1 for the fourth year running. This remains below the all-Wales average of 0.2%.

PI Ref No, PI Type, PAM / Local) link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
<a href="#">EDU002ii</a> <a href="#">Local</a> <a href="#">Priority 1</a>	The percentage of: ii) pupils in local authority care in any local authority-maintained school, aged 15 as at the preceding 31 August that leave compulsory education, training or work-based learning without an approved external qualification <i>Lower preferred</i>	0%	0%	3.1%	↓ 0%	n/a	1	Annual Target: Target has been set in the expectation that we will maintain full performance.  Annual Performance: One LAC (looked after child) child out of a cohort of 32 did not gain any approved external qualification. This child did not engage with the education system and is currently unemployed and not in any education.
<a href="#">EDU003</a> <a href="#">(PAM/004)</a> <a href="#">Local</a> <a href="#">Priority 1</a>  No longer collected as PAM for 17-18	Percentage of pupils assessed at the end of key stage 2, in schools maintained by the local authority, achieving the core subject indicator, as determined by teacher assessment <i>Higher preferred</i>	88.4%	90.8%	89.4%	↑ 87.9%	n/a	17	Annual Target: The target is the aggregation by CSC of the individual school targets agreed with challenge advisers.  Annual Performance: Although the target has not been achieved, the percentage of pupils achieving the core subject indicator, as determined by teacher assessment at the end of key stage 2, improved this year (2016-2017 academic year/2017-2018 PI year) from 87.9% to 89.4% (an increase of 1.4% points and an overall increase of 3.2% points over 3 years). This figure is now almost in line with the all-Wales average of 89.5%. The Bridgend ranking across all local authorities in Wales has risen from 17th to 15th.
<a href="#">EDU004/</a> <a href="#">PAM/005</a> <a href="#">Local</a> <a href="#">Priority 1</a>  No longer collected as PAM for 17-18	The percentage of pupils assessed at the end of key stage 3, in schools maintained by the local authority, achieving the core subject indicator as determined by teacher assessment <i>Higher preferred</i>	87.2%	90.39%	89%	↑ 87.4%	n/a	8	Annual Target: The target is the aggregation by CSC of the individual school targets agreed with challenge advisers.  Annual Performance: Although the target has not been achieved, the percentage of pupils achieving the core subject indicator, as determined by teacher assessment at the end of key stage 3, improved this year (2016-2017 academic year/2017-2018 PI year) from 87.4% to 89.0% (an increase of 1.6% points and an overall increase of 9.7% points over the past 3 years). This figure is above the all-Wales average of 87.4%. The Bridgend ranking across all local authorities in Wales has improved from 8th to 6th.
<a href="#">EDU011a</a> <a href="#">Local</a> <a href="#">Priority 1</a>	The average wider point score for pupils in Year 11 at the start of the academic year, in schools maintained by the local authority <i>Higher preferred</i>	550	570	505.1	↓ 566.2	n/a	n/a	Annual Target: The target has been set at a level that acknowledges ongoing activity to improve performance, which has enabled us to exceed our targets in the last three years.  Annual Performance: Bridgend's overall score reduced by 51.1 points from 566.2 to 505.1 in the 2016-2017 academic year (2017-2018 PI year). In the same period, the all-Wales average reduced by 70.6 points from 529.3 to 458.7. Therefore, despite the drop in performance, Bridgend's ranking in Wales has improved from 5th to 2nd. For the 2015-16 academic year (2016-2017 PI year), Bridgend's performance was 36.9 points above the all-Wales average; it has now improved to 46.4 points above the all-Wales average.
<a href="#">EDU016a</a> <a href="#">PAM/007</a> <a href="#">Priority 1</a>	The percentage of pupil attendance in primary schools <i>Higher preferred</i>	95.7%	95.7%	95.2%	↓ 95.3%	94.9%	6	Annual Target: Target set based on actual performance of 95.3% for 2016-2017 (2015-2016 academic year).  Annual Performance: The percentage of pupil attendance in primary schools has dropped in the 2016-2017 academic year (2017-2018 PI year) from 95.3% to 95.2% Despite this drop, Bridgend's ranking across Welsh local authorities has improved from 6th to 5th.



PI Ref No, PI Type, PAM / Local) link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
<a href="#">EDU016b PAM/008</a> <a href="#">Priority 1</a>	The percentage of pupil attendance in secondary schools <i>Higher preferred</i>	95.1%	95.1%	94.4%	↓ 94.5%	94.1%	6	Annual Target: Target set based on actual performance of 94.5% for 2016-2017 (2015-2016 academic year).  Annual Performance: The percentage of pupil attendance in secondary schools fell slightly this year (2016-2017 academic year, year 2017-2018 PI year) from 94.5% to 94.4%. This figure is above the Welsh average of 94.1%, and the Bridgend ranking across all local authorities in Wales has fallen one place from 6th to 7th. (However, Flintshire is generally considered to present a similar schools/education profile to Bridgend and the Flintshire performance dropped from 5.7% to 6.1% in the same period, with the ranking dropping from 11th to 13th.)
<a href="#">EDU017 CP PAM/006</a> <a href="#">Priority 1</a>	The percentage of pupils aged 15, at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A* - C in English or Welsh first language and mathematics <i>Higher preferred</i>	61.1%	63.2%	53%	61.7% not comparable	54.6%	n/a	Annual Target: Target reflects that educational attainment is an important national priority, linking as it does to many other strategic objectives, such as reducing unemployment and social exclusion.  Annual Performance: Due to the national changes in qualification specifications, performance in the 2016-2017 academic year (2017-2018 PI year) is not directly comparable with previous years.  Bridgend's overall percentage dropped 8.7% points from 61.7% to 53.0% in the 2016-17 academic year (2017-2018 PI year). The all-Wales average also dropped but by a lesser degree - 5.7% points, from 60.3% to 54.6% (5.7%).  Bridgend's performance has, therefore, dropped below the Welsh Average and our ranking has also dropped from 9th to 13th across Wales in this measure. Despite this drop, the local authority is still performing above expectations. When placed in order with the other 21 local authorities, with the least deprived in 1st position, Bridgend is 14th. This is based on the three-year average of pupils of statutory school age eligible for free school meals (Source: LA All Wales Core Data Set 2016-2017). Therefore, when Bridgend performs better than rank position 14th, it is performing above expectations (based on eligibility for free school meals).
<a href="#">DEFS29 Local CP</a> <a href="#">Priority 2</a>	The percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome. <i>Higher preferred</i> New indicator	n/a	60%	74%	n/a	n/a	n/a	Annual Target: Target: Account taken of 2015-2016 performance of 50%. Also, the indicator takes into account disengagement of families (consent-led service) and families who escalate to statutory services during or following the intervention.  Annual Performance: An embedded process of reviewing family support plans at one, three and six-month stages has led to more successful and timely closures of TAF support plans with positive outcomes, hence this year's target being exceeded.
<a href="#">DEFS30 Local CP</a> <a href="#">Priority 2</a>	The percentage of children who receive Connecting Families interventions during the year who remain out of the care system as at 31 March of that year. <i>Higher preferred</i> New indicator	n/a	80%	95%	↓ 97.4%	n/a	n/a	Annual Target: Target predicated on past performance.  Annual Performance: During the financial year 2017-2018, 192 of 202 children (95%) remain out of the care system as a result of Connecting Families Edge of Care (EOC) intervention.

PI Ref No, PI Type, PAM / Local) link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
<a href="#">DEFS31</a> <a href="#">Local</a> <a href="#">Priority 2</a>	The number of young carer assessments completed. <i>Higher preferred</i> New indicator	60	60	68	↑ 51	n/a	n/a	Annual Target: Target based on projected 2016-2017 performance.  Annual Performance: A total of 68 young carer assessments have been completed, signed off and closed, with on-going support being required from either Action for Children - Young Carers, Early Help services or both. This exceeds target.
<a href="#">DEFS 32</a> <a href="#">Local</a> <a href="#">Priority 2</a>	The percentage of young carers with a support plan in place, following assessment <i>Higher preferred</i>	n/a	90%	100%	n/a	n/a	n/a	Annual Target: Target based on projected 2016-17 performance.  Annual Performance: Target has been exceeded. All those young carers for whom an assessment was undertaken during the year have a support plan in place. The plans identify support from Action for Children, Early Help or both where appropriate.
<a href="#">DEFS35</a> <a href="#">Local</a> <a href="#">Priority 3</a>	The percentage of Welsh-medium pupils requesting transfer into English-medium schools (key stage 2 - Years 3 to 6). <i>Lower preferred</i>	n/a	n/a	0.04%	n/a	n/a	n/a	Annual Target: No target - 2017-2018 financial year (2016-2017 academic year) is the baseline year.  Annual Performance: There were 499 pupils in key stage 2 Welsh-medium education in 2016-2017 academic year and we received 20 applications for transfer to English-medium education during the year. A process is in place that enables a discussion between the current school and the parent/guardian in any instance where a transfer is received.
<a href="#">DCH2.1.11.1</a> <a href="#">Local</a> <a href="#">Priority 3</a>	Percentage surplus capacity in primary schools. <i>Lower preferred</i>	5%	6%	5.21%	↑ 6.1%	n/a	n/a	Annual Target: Target set to ensure that the demand for places can be met.  Annual Performance: The percentage surplus capacity at primary schools in 2017 has reduced to 5.21% compared to 6.1% in 2016. The number of places in primary schools increased by 90 and, over the same period, the number of primary school pupils increased by 185. This resulted in a surplus capacity of 977 places compared to 1,042 in 2016. It is generally accepted that maintenance of a surplus of 10% is acceptable to accommodate fluctuation in the population and meet any increased demand for places.
<a href="#">DCH2.1.11.2</a> <a href="#">Local</a> <a href="#">Priority 3</a>	Percentage surplus capacity in secondary school <i>Lower preferred</i>	19%	20%	20.5%	↓ 20.2%	n/a	n/a	Annual Target: Target: the surplus capacity at secondary level should ideally be around 10%. However, this would not be achievable without removing surplus places (ie mothballing areas of a school or taking accommodation out of use).  Annual Performance: The percentage surplus capacity at secondary schools in 2017 has increased to 20.5% in comparison to the 2016 figure of 20.2%. Overall capacity increased by only 4 places but as the number of secondary school pupils reduced by 34, the result was an increase of 38 surplus places compared to 2016. Pupil numbers are projected to rise slightly again in 2018 to almost the same level as in 2016 and, therefore, the overall surplus capacity is likely to reduce to around 20.2%.

PI Ref No, PI Type, PAM/Local link to Corp Priority	PI Description and preferred outcome	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
EDU015b Other	The percentage of final statements of special education need issued within 26 weeks: (b) Excluding exceptions <i>Higher preferred</i>	100%	100%	100%	↔ 100%	95.4%	1	Annual Target: This is an annual year PI; therefore, the results being reported for March 2018 represent the period from 01.01.18 to 31.03.18, which is Q1 of the 2018 calendar year.  Annual Performance: The number of statements of special educational needs issued for the first time and within 26 weeks in this period, excluding exceptions, was 1. The total number of statements of special educational needs issued for the first time during this period, excluding exceptions, was 1. Performance is, therefore, being maintained at 100%.
DCH2.1.1 (PAM/003) Other  No longer collected as PAM for 17-18	Foundation phase outcome indicator: The percentage of pupils, at the end of the foundation phase, achieving at least outcome 5 (the expected outcome) in teacher assessments <i>Higher preferred</i>	89.0%	91.3%	89.1%	↑ 87.1%	87%	12	Annual Target: The target is the aggregation by Central South Consortium of the individual school targets agreed with challenge advisers. In addition, the foundation phase outcome indicator (FPOI) itself is an amalgam of component subjects.  Annual Performance: The percentage of pupils, at the end of the foundation phase, achieving at least outcome 5 (the expected outcome) in teacher assessments rose this year (2016-2017 academic year 2017-2018 PI year) from 87.1% to 89.1%. This figure remains above the all-Wales average of 87.3%, and the Bridgend ranking across all local authorities in Wales has risen from 12th to 7th.
EDU006ii Other	The percentage of pupils assessed, in schools maintained by the local authority, receiving a teacher assessment in Welsh (first language) at the end of key stage 3 <i>Higher preferred</i>	5.3%	5.5%	7.3%	↑ 5.2%	18%	17	Annual Target: Target has been set in acknowledgement of the fact that we are not able to influence the two parts of this PI in any individual year (ie the number of key stage 3 pupils at YGG Llangynwyd (these are the only pupils who will be assessed in Welsh as a first language)) and the overall number of key stage 3 pupils in maintained schools in the borough.  Annual Performance: In Bridgend, only those pupils attending YGG Llangynwyd are assessed in the subject of Welsh as a first language; therefore, only increases in the proportion of our total end key stage 3 pupils attending YGG Llangynwyd can influence the result for this indicator.  The percentage of pupils receiving a teacher assessment in Welsh (first language) at the end of key stage 3 rose this year (2016-2017 academic year 2017-2018 PI year) from 5.2% to 7.3%. This is because the cohort assessed in Welsh rose from 77 to 109 this year, while the overall end key stage 3 cohort increased by a lesser proportion from 1475 to 1496.

PI Ref No, PI Type, PAM / Local) link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
<a href="#">DCHYJ1</a> <a href="#">National</a> <a href="#">Other</a>	The number of first-time entrants into the Youth Justice System (Western Bay) <i>Lower preferred</i>	-8	99	Data unavailable for Q4	-36	n/a	n/a	<p>Annual Target: Target: Performance for the 2016-2017 PI year was below 100 children and young people entering the YJ system for the first time. The target is to maintain performance below 100 against a background of increasing first-time entrants (FTEs) numbers in most areas of Wales. Bridgend's FTE numbers are already particularly low when given the potential 46,000 1-17 year-olds across the Western Bay footprint.</p> <p>Annual Performance: As at May 2018, the latest available data from the YJB is for the reporting period October to December 2017-2018 (Q3), which relates to the actual period October 2016 to September 2017.</p> <p>The data reports a decrease in actual numbers from 83 young people during October 2015-September 2016 to 72 young people for October 2016-September 2017. This equates to a 13.3% reduction in the number of first time entrants in relation to these two periods and maintains the actual numbers below the target level of 99. This is in comparison with a 7.5% reduction across Wales for the same period.</p> <p>Performance of pre-court interventions remains consistent and positive.</p> <p>Q4 and final 2017-2018 out-turn data will be available in June 2018.</p>
<a href="#">DCHYJ2</a> <a href="#">National</a> <a href="#">Other</a>	Percentage rate of re-offending, children and young people (across Western Bay). <i>Lower preferred</i>	39%	40.6%	Data unavailable for Q4	45.6%	n/a	n/a	<p>Annual Target: Target represents a 5% reduction on the previous year's outcome. Reduction is difficult when the numbers for reoffending are decreasing. The target is aspirational based on national figures.</p> <p>Important notes:</p> <ol style="list-style-type: none"> <li>1. performance is reported by the Ministry of Justice two years in arrears. The performance being reported in 2017-2018 relates to the 2015-2016 cohort.</li> <li>2. As at May 2018, the reporting period is Q3. Q4 data will not be available until June 2018.</li> </ol> <p>Annual Performance: Recently, the Ministry of Justice has changed the methodology for measuring re-offending and now reports a three-month cohort rather than a 12-month cohort. Changing from annual cohorts to the quarter cohorts results in a greater proportion of prolific offenders and higher reoffending rates.</p> <p>The rate of re-offending has decreased from 54.3% to 45.7% when comparing the period January 2015-March 2015 with January 2016-March 2016. This is a greater level of improvement when compared to the all-Wales performance of a decrease in the rate of re-offending from 51.2% to 46.5% over the same period.</p>

PI Ref No, PI Type, PAM / Local) link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAMs)	Comments
<a href="#">DCHYJ4</a> <a href="#">National</a> <a href="#">Other</a>	Average number of hours ETE (education, training, employment) taken up by statutory school age young people who are known to the (YJ) service (across Western Bay). <i>Higher preferred</i>	25 (nat. target)	25	Data unavailable for Q4	17.3	n/a	n/a	Annual Target: Target set for improvement in last year's position.  Annual Performance: The latest available data relates to Q3; Q4 data will not be available until June 2018.  For the year to date as at Q3, the average hours of actual attendance for young people of statutory school age was 14.6 at the start of the period and 20.0 at the end. Therefore, we have not yet met our target but there has been an increase in hours attended over the period. The Management Board is currently examining ETE hours.
<a href="#">DCHYJ5</a> <a href="#">National</a> <a href="#">Other</a>	Number of education hours taken up by post-16 young people who are known to the (YJ) service. <i>Higher preferred</i>	16	16	Data unavailable for Q4	14.4	n/a	n/a	Annual Target: Target set for positive change.  Annual Performance: The latest available data relates to Q3; Q4 data will not be available until June 2018.  For the year to date as at Q3, the average hours being offered to young people above statutory school age was 11.3 at the start of the period and 13.9 at the end of the period. The average hours of actual attendance were 10.3 at the start of the period and 12.5 at the end. Therefore, we have not yet met our target but there has been an increase in hours attended over the period. The Management Board is currently examining ETE hours.
<b>Organisational Capacity</b>								
<a href="#">DEFS26</a> <a href="#">Local</a> <a href="#">Priority 1</a>	The percentage of vacant posts (in the Education and Family Support Directorate) suitable for apprenticeships that appoint apprentices to the position. <i>Higher preferred</i> New indicator	n/a	100%	100%	n/a	n/a	n/a	Annual Target: Reflects that all appropriate posts will be considered and controlled via vacancy management process.  Annual Performance: Strong vacancy management remains together with suitable challenge in respect of posts that are considered appropriate for apprenticeships.
<a href="#">DEFS27</a> <a href="#">Local</a> <a href="#">CP feeder</a> <a href="#">Priority 1</a>	The number of apprenticeships available across the Education and Family Support Directorate. <i>Higher preferred</i> New indicator	n/a	3	6	n/a	n/a	n/a	Annual Target: Target set as a directorate contribution to overall corporate target.  Annual Performance: The directorate has appointed twice as many apprentices than the annual target figure and continues to appoint apprentices to appropriate positions.
<b>Internal Processes</b>								
<a href="#">DEFS42</a> <a href="#">Local</a> <a href="#">Other</a>	Percentage of mitigating actions identified in the Education and Family Support Directorate's Health and Safety Risk Register unable to be actioned/committed <i>Lower preferred</i> New indicator	n/a	2%	0%	n/a	n/a	n/a	Annual Target: As many mitigating actions are dependent on funding, some may not be completed if funding or resources are unavailable.  Annual Performance: All mitigating actions have been taken forward for resourcing or action.

PI Ref No, PI Type, e.g. PAM or Local link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 (PAM)s	Comments
DEFS43 <u>Local Other</u>	Percentage of all risks identified in the Education and Family Support Directorate's Health and Safety Risk Register scoring a residual risk of above 20. <i>Lower preferred</i> New indicator	n/a	0%	0%	n/a	n/a	n/a	Annual Target: All risks with a high likelihood and impact should be adequately controlled by the directorate. If risks exceed a score of 20, this will need to be escalated corporately.  Annual Performance: All risks have controls in place and are being supported by identified resources.

## Value for money

PI Ref No	PI Description	Annual target 17-18 £'000	Performance as at Year End						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
DEFS33 <u>CP feeder</u> <u>Priority 3</u>	Value of planned budget reductions achieved ( Education and Family Support Directorate)	£577	£166	28.8%	0	0	£411	71.2%	<p>The MTFS savings target for the Education and Family Support Directorate for 2017-2018 is £577,000. At Quarter 4, we are reporting that £411,000 of this saving has been achieved.</p> <p>None of the proposed savings against Learner Transport have been achieved due to an increase in eligible pupils and the consultation on safe route efficiencies being ongoing.</p> <p>The saving against Built Environment Service (review of service level agreements with schools) was put on hold pending the Corporate Landlord Review. (Please note: while the management responsibility for the Built Environment Service has transferred, the target was included under Education and Family Support Directorate in the MTFS approved by Council on 1 March 2017. Therefore, this still needs to be reported under the Education and Family Support Directorate saving target.)</p> <p>The saving against the Speech and Language Service was not met as the proposal had to be changed to refine the service, in partnership with health, to provide a schools-based service. This delayed the proposal.</p> <p>The saving against the Educational Psychology Service was been removed from the original proposals. Alternative savings proposals were put forward by the directorate to mitigate the removal of this saving. All other shortfalls were met by underspends across wider directorate areas – eg vacant posts held - resulting in an overall underspend for the directorate in 2017-2018.</p>

## CORPORATE DIRECTOR

## Performance Indicators

PI Ref No, PI Type, e.g. PAM or Local link to Corp Priority	PI Description and preferred outcome	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 PAMs	BCBC Rank 16-17 PAMs	Comments
<b>Organisational Capacity</b>								
<a href="#">CHR002iv PAM CP feeder Priority 3</a>	The number of working days per full time equivalent lost due to sickness absence (Education and Family Support Directorate staff excluding schools) <i>Lower preferred</i>	8.88	8.88	12.21	↓ 11.83	n/a	n/a	<p>Annual Target: Sickness target set corporately.</p> <p>Annual Performance: Sickness in the directorate has risen in 2017-2018 compared to last year. In 2016-2017, 11.83 days per FTE were lost to sickness and this rose to 12.21 in 2017-2018 (an increase of 3.2%). The directorate has, therefore, exceeded the target of 8.88 days per FTE.</p> <p>The directorate continues to undertake detailed interrogation and analysis of raw sickness data on a quarterly basis and is in the process of analysing the recently available whole-year data. The outcomes continue to be provided to group managers, for consideration and determination of appropriate actions.</p> <p>(The data above includes Built Environment Service)</p>
<a href="#">DCH5.6.2 Local Priority 3</a>	The number of working days per full time equivalent lost to industrial injury (Education and Family Support Directorate staff excluding schools) <i>Lower preferred</i>	0.34	0.32	0.09	↑ 0.33	n/a	n/a	<p>2016-2017 target set at Corporate Health and Safety Steering Group- maintained at same level as previous year.</p> <p>Annual Performance: The number of industrial injury incidences (Education and Family Support Directorate staff, excluding schools) that resulted in an absence rose in 2017-2018 from 5 to 6. However, the associated number of days lost to industrial injury fell from 180.33 days (0.33 days per FTE) to 46.46 days (0.09 days per FTE).</p>
<b>Value for money</b>								
<a href="#">DEFS34 Local Priority 3</a>	The percentage of schools opting out of at least one core-funded SLA service <i>Lower preferred</i> New indicator	n/a	5%	6%	n/a	n/a	n/a	<p>Annual Target: The reality is that each year schools have opted out of some element of our SLA arrangements and the target has been set in recognition that this happens. However, it is a low target which we aim to achieve.</p> <p>Annual Performance: The 1% budget cut across schools is likely to have had an impact in schools' determining whether to maintain participation in the core-funded services.</p>
<b>Internal processes</b>								
<a href="#">DEFS21 Local Priority 3</a>	The percentage of all accidents and incidents reported via the online recording system <i>Higher preferred</i> New indicator	n/a	100%	n/a	n/a	n/a	n/a	<p>Annual Target: The intent is for all accidents and incidents to be reported via the online system, once the system is operational.</p> <p>Annual Performance: The online reporting system is not yet operational: therefore, no reports can be submitted.</p>

PI Ref No, PI Type, PAM / Local) link to Corp Priority	PI Description and <i>preferred outcome</i>	Annual 16-17 target	Annual Target 17-18	Year end 17-18 Cumulative & RAG	Trend vs Year End 16-17	Wales Average 16-17 (PAMs)	BCBC Rank 16-17 PAMs)	Comments
<a href="#">DEFS23</a> <a href="#">Local</a> <a href="#">Priority 3</a>	The number of industrial injury incidents (Education and Family Support Directorate staff excluding schools) <i>Lower preferred</i>	12	4	6	↑ 5	n/a	n/a	<p>Annual Target: Target set corporately. Maintained at same level as previous year.</p> <p>Annual Performance: While the number of industrial injury incidences (Education and Family Support Directorate staff, excluding schools) that resulted in an absence rose in 2017-2018 from 5 to 6 and exceeded the target of 4; the associated number of working days lost to industrial injury fell from 180.33 days (0.33 days per FTE) in 2016-2017 to 46.46 days (0.09 days per FTE) in 2017-2018.</p> <p>Use of the directorate risk register to prioritise improvements and discussion of incidents and remedial actions at Corporate Health and Safety Steering Group continue are continuing.</p>
<a href="#">DEFS 36</a> <a href="#">Local</a> <a href="#">Priority 3</a>	The percentage of paperwork for formal/absence review sickness meetings not received. <i>Lower preferred</i> New indicator	n/a	3%	1%	n/a	n/a	n/a	<p>Annual Target: Set 2% below the 2016-2017 directorate level.</p> <p>Annual Performance: The directorate's performance for 2017-2018 is 1.0%, which is significantly better than the performance in 2016-2017, when non-compliance was 4.1%.</p>



## Additional Financial Information – Main Revenue Budget Variances updated

The net budget for the Directorate for 2017-2018 was £108.461 million and the actual outturn was £108.387 million, following draw down of £3.080 million from earmarked reserves, resulting in an under spend of £74,000. The most significant variances are:

EDUCATION & FAMILY SUPPORT DIRECTORATE	Net Budget £'000	Final Outturn £'000	Final Variance Over/(Under) Budget	% Variance
LEA Special Needs	862	743	(119)	-13.8%
Inter Authority Recoupment	(499)	(352)	147	-29.5%
Looked After Children	126	196	70	55.6%
Home to School Transport	4,774	5,201	427	8.9%
Pupil Support	388	294	(94)	-24.2%
Catering Services	718	522	(196)	-27.3%
Integrated Working	898	684	(214)	-23.8%
Youth Justice	366	275	(91)	-24.9%

### Schools' Delegated Budgets

- The schools' delegated budget is reported as balanced in any one year as any under or over spend is automatically carried forward, in line with legislation, into the new financial year before being considered by the Director of Education and Family Support in line with the 'Guidance on Managing School Surplus Balances'. The year-end position for 2017-2018 was:
  - Net overall school balances totalled £866,000 at the start of the financial year. During 2017-18 school balances reduced by £506,000 to £360,000 at the end of the financial year, representing 0.39% of the funding available.
  - Out of a total of 59 schools there are 22 schools (17 primary, 4 secondary and 1 special) with deficit budgets and 9 schools (7 primary, 1 secondary, 1 special) with balances more than the statutory limits (£50,000 primary, £100,000 secondary and special schools) in line with the School Funding (Wales) Regulations 2010. These balances will be analysed by the Interim Corporate Director - Education and Family Support, in line with the agreed 'Guidance and procedures on managing surplus school balances'.
- A summary of the position for each sector and overall is provided below. It must be noted that, had the Welsh Government not provided a last-minute grant of £630,000 towards repairs and maintenance costs, the overall schools' balance would have been a negative figure, -£270,000.

	Balance brought forward	Funding Allocated in 2017-18	Total Funding Available	Actual Spend	Balance at year end
	£000	£000	£000	£000	£000
<b>Primary</b>	<b>466</b>	44,003	<b>44,469</b>	44,209	<b>260</b>
<b>Secondary</b>	<b>-151</b>	41,627	<b>41,476</b>	41,912	<b>-436</b>
<b>Special</b>	<b>550</b>	7,916	<b>8,466</b>	7,930	<b>536</b>
<b>Total</b>	<b>865</b>	<b>93,546</b>	<b>94,411</b>	<b>94,051</b>	<b>360</b>

### Central Education and Family Support Budgets

#### LEA Special Needs

- There is an underspend of £119,000 on the Local Authority Special Needs budget. £89,000 of this is due to the timing of the opening of the new Moderate Learning Disabilities (MLD) Learning Resource Centres, with the balance from staff vacancy management.

#### Inter-Authority Recoupment

- There is an overspend of £43,000 on the recoupment expenditure budget due to an increase in out-of-county placements from 24 at the end of 2016-17 to 28 at the end of 2017-18, to meet the needs of individual pupils. In addition, there is a shortfall in recoupment income of £105,000 due to a reduction in other local authority placements at Heronsbridge and Ysgol Bryn Castell from 33 in the Summer Term to 27 from December 2017.

Looked After Children

- There is an overspend of £70,000 on the education looked after children budget due primarily to redundancy costs resulting from an in-year restructure. These have been covered by underspends in Integrated Working.

Home-to-School Transport

- There is an overspend of £427,000 on Home-to-School Transport. There have been significant increases in eligible pupils for both home-to-college transport and primary education of 16.5% and 18.1% respectively from 2016-2017 to 2017-2018. There are also significant additional pressures caused by increased numbers of eligible pupils with additional learning needs, in particular those pupils with autism spectrum disorders. Although a learner travel policy was approved by Cabinet in September 2015 with subsequent budget reductions of £1.6 million the savings generated have not been as high as anticipated due to the need to undertake safe route assessments and deal with legal challenges. Safe route assessments, which will allow the full implementation of the new policy, have not progressed as quickly as anticipated.

Pupil Support

- The underspend on Pupil Support of £94,000 has arisen primarily due to the cessation of the volunteer driver service pending the outcome of the review of the service.

Catering Services

- The underspend of £196,000 has primarily arisen due to an increase over and above the anticipated demand for school meals compared with when the budgets were set at the start of the financial year. Estimates included the projected impact of the increased charge for secondary school meals from April 2017 and Primary meals from September 2017. While the take up of primary school meals did reduce in 2017-2018, the outturn was 0.5% higher than anticipated. The balance of the underspend is due to strong staff vacancy management.

Integrated Working

- There is an underspend of £214,000. Of this £178,000 is due to maximisation of grant funding and £93,000 due to vacancy management, offset by redundancy costs of £55,000 following an in-year restructure. The underspend contributed towards additional restructure costs identified above in the Looked After Children Section. These savings are not recurring.

Youth Justice

- There is an underspend of £91,000 primarily as a consequence of moving to alternative premises. This saving will contribute to future MTFS savings.

**Additional Financial Information – Budget Reduction Monitoring Variances 2017-2018**

Budget Reduction Proposal	Original 2017-18 £'000	Amount of saving achieved £000	Comments / Mitigating Actions in 2018-2019
Phased implementation of Learner Transport Policy regarding statutory distances for free travel.	20	0	Underspends across wider directorate areas have offset this shortfall in 2017-2018 and will have to continue into 2018-2019
School transport route efficiencies.	40	0	Underspends across wider directorate areas have offset this shortfall in 2017-2018 and will have to continue into 2018-2019
To review the Built Environment Service Level Agreement with Schools to achieve full cost recovery.	31	0	Underspends from vacancy management within Built Environment have offset this shortfall in 2017-2018. This MTFS proposal is the first call on savings identified from the implementation of the Corporate Landlord model.
Speech and language therapy - This is a proposal to delegate the Speech and Language Service to schools (ie a school-based model). Other local authorities such as Cardiff, Neath Port Talbot and Swansea have moved towards a school-based model with the involvement of an SLA with Health which has proven to be a successful model. This proposal would negate the local authority's requirement to manage the service resulting in a release of the management structure of the service.	75	0	Vacant posts held within wider service area to cover value of saving until consultation and implementation complete.
Education Psychology - This proposal is predicated on losing the post of Lead Education Psychologist. Through Collaboration with other local authorities in the regional consortium the role of the Lead Education Psychologist could potentially be shared. The Education Psychology part of this role will remain to ensure there is no reduction in education psychologist capacity. The management capacity is what would be potentially lost.	75	0	Alternative savings put forward by the Directorate to mitigate the removal of this saving proposal (see below)
Alternative to EFS25: Reduction to Central Special Educational Needs Budget (£20,000), Equipment budget (£26,000) and vacant posts	0	75	None required

### Additional Sickness Information by Service Area

Unit	FTE 31.03.2018	QTR4 2016/17			QTR4 2017/18			Cumulative Days per FTE 2017/18	Cumulative Days per FTE 2016/17	Target 2017/18
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE			
Built Environment (BE)	46.00	311	20	5.76	201.00	12	4.37	12.72	16.75	8.88
Business Strategy & Performance	28.97	116.00	8	4.55	102.73	17	3.55	14.93	7.96	
Catering	109.96	362.60	168	3.22	288.45	138	2.62	9.06	9.91	
Inclusion Service (INC)	138.24	702.03	121	4.68	734.53	119	5.31	14.16	12.83	
Integrated Working and Family Support (IWO)	162.39	454.35	50	3.12	753.73	72	4.64	12.79	11.73	
School Improvement	16.79	20.00	2	1.00	21.00	2	1.25	1.45	3.89	
School Modernisation	4.00	1.00	1	0.20	7.00	2	1.75	5.75	0.20	
Western Bay Youth Justice & Early Intervention Services	22.54	90.59	11	4.02	168.70	17	7.48	16.78	16.13	
<b>Education &amp; Transformation Total (excl. Schools)</b>	<b>530.89</b>	<b>2063.57</b>	<b>383</b>	<b>3.84</b>	<b>2277.14</b>	<b>379</b>	<b>4.29</b>	<b>12.21</b>	<b>11.83</b>	

### Number of FTE days lost by absence reason - Cumulative 2017-2018

Absence Reason	Total Number of FTE Days Lost	% of Cumulative days lost
Cancer	77.70	1.20%
Chest & Respiratory	231.91	3.58%
Eye/Ear/Throat/Nose/Mouth/Dental	248.34	3.83%
Genitourinary / Gynaecological / Pregnancy	56.74	0.88%
Heart / Blood Pressure / Circulation	3.18	0.05%
Infections	545.44	8.42%
Injury	36.27	0.56%
MSD including Back & Neck	696.53	10.75%
Neurological	91.67	1.41%
N1H1 Virus	0.00	0.00%
Other / Medical Certificate	0.00	0.00%
Pregnancy related	302.93	4.67%
Return to Work Form Not Received	64.76	1.00%
Stomach / Liver / Kidney / Digestion	775.13	11.96%
Stress / Anxiety / Depression / Mental Health	2411.77	37.22%
Tests / Treatment / Operation	937.65	14.47%
<b>TOTALS</b>	<b>6480.03</b>	

## KEY

Commitments		Action	
Red	<p><b>A RED status usually means one or more of the following:</b></p> <ul style="list-style-type: none"> <li>A significant negative variance against the budget or savings of more than 10%.</li> <li>Delays against key milestone/s of more than 10% of the total length of the planned action.</li> <li>Problems with quality that lead to significant additional costs/work.</li> <li>Significant lack of resources which cannot be resolved by the directorate.</li> <li>PIs identified to measure success of the commitment are mostly red.</li> <li>Dissatisfaction or resistance from stakeholders that mean acceptance may be delayed all the benefits not achieved.</li> </ul>	CPA/Scrutiny committee should ask the pertinent chief officer/s to provide an explanation or conduct a review to identify the root causes of the red status and put in place an action plan to prevent further deterioration and minimise the damage caused to the overall organisation.	
		<p><b>Performance Indicators (RAG)</b></p> <p>Red (alert) Performance is worse than target by 10% or more</p>	
Amber	<p><b>An AMBER status usually means one or more of the following:</b></p> <ul style="list-style-type: none"> <li>A negative variance against the budget or savings of less than 10%.</li> <li>Delays against critical milestones less than 10% of the total length of the planned action.</li> <li>Problems with quality but not causing delay.</li> <li>Lack of resources which can be resolved by the pertinent chief officer/s (e.g. via virement within the budget or managing vacancies).</li> <li>PIs identified to measure success of the commitment are a mixture of red, amber and green.</li> <li>Dissatisfaction or resistance from stakeholders addressed by the pertinent chief officer/s.</li> </ul>	<p><b>Action</b></p> <p>CPA/Scrutiny Committee should maintain a watching brief over Amber projects/commitments but not necessarily intervening. They may ask chief officers to provide mitigation actions to prevent amber from moving into the red.</p>	
		<p><b>Performance Indicators (RAG)</b></p> <p>Amber (caution) Performance is worse than target by under 10%</p>	
Green	<p><b>A GREEN status usually means one or more of the following:</b></p> <ul style="list-style-type: none"> <li>The forecast expenditure is on budget.</li> <li>Milestone/s on track to complete on time.</li> <li>Quality at expected levels.</li> <li>No resource problems.</li> <li>PIs identified to measure success of the commitment are mostly green.</li> <li>Stakeholders satisfied with the outcome.</li> </ul>	<p><b>Action</b></p> <p>CPA/Scrutiny Committee can let officers progress with the delivery of the planned actions. Assurance from the underlying data should indicate that the milestone is truly green.</p>	
		<p><b>Performance Indicators (RAG)</b></p> <p>Green (clear) Performance is equal to or better than target</p>	
<b>Performance Indicators (Trend)</b>		<b>Performance Indicator types</b>	
↑	Performance improved vs same quarter of previous year	CP	Corporate Plan indicator
↔	No change in performance vs same quarter of previous year	PAM	Public Accountability Measure (National Indicator)
↓	Performance declined vs same quarter of previous year		