

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

12 APRIL 2016

REPORT OF THE DIRECTOR OF EDUCATION AND TRANSFORMATION

COLEG CYMUNEDOL Y DDERWEN (CCYD) - POST INSPECTION ACTION PLAN (PIAP)

1. Purpose of Report

- 1.1 The purpose of this report is to inform Cabinet Members of Coleg Cymunedol Y Dderwen's Post Inspection Action Plan (PIAP) and the Local Authority (LA) Statement of Action.

2. Connection to Corporate Improvement Objectives/Other Corporate Priorities

- 2.1 The report is related to the Corporate Plan (2013-2017) and in particular Improvement Priority one:

Supporting a successful economy.

3. Background

- 3.1 Coleg Cymunedol Y Dderwen was inspected by Estyn in October 2015. As a result of the inspection the school was placed in the category of Special Measures because it had failed to provide a satisfactory level of education.
- 3.2 Following the inspection, the school was required to produce a Post Inspection Action Plan. The purpose of the plan is to address the areas of weakness which were recommended by Estyn with actions; timescales; personnel; resources and outcomes having been identified. Under the Schools Causing Concern Guidance the local authority should work closely with the head teacher and governing body of the school in drawing together the school's PIAP. The Senior Challenge Advisor and Schools Challenge Cymru Advisor have supported the school to develop the PIAP.
- 3.3 Under Section 40 of the Education Act 2005, the local authority is also required to prepare a written statement of any action it proposes to take in the light of the school inspection report that identifies a school as requiring special measures or in need of significant improvement. This written statement of action sets out the period within which it is proposed to take such action. The written statement of support must be produced within 10 working days from the date that the local authority received a copy of the school's Action Plan or within 12 working days from the date by which the appropriate authority is required to have distributed the school's Action Plan (whichever is the earlier). If the local authority does not propose to take action it must still produce a written statement setting out its reasons. The local authority must submit a copy of the statement to Her Majesty's Chief Inspector (HMCI), the Welsh Government. A copy of the LA Statement of Action is attached at Appendix B.

3.4 An initial PIAP and LA Statement of Action was sent to Estyn and Estyn provided constructive feedback on the plan and the Statement of Action. As a result, the school has produced a revised version of the PIAP which is referenced at Appendix A.

4. Current situation/proposal

4.1 Currently, Coleg Cymunedol Y Dderwen is working with its restructured Senior Leadership Team; the restructured Governing Body; the new Challenge Cymru Adviser; Accelerated Improvement Board; Senior Challenge Adviser and Local Authority Officers in order to achieve the improvements which are detailed within the PIAP and the LA Statement of Action.

4.2 The first recommendation identified in the school's Estyn Inspection Report is to raise standards, particularly in Key Stage 4 and improve literacy and numeracy skills. Early entry GCSE Mathematics and English results provide a high degree of confidence that the school will meet the Key Stage 4 level 2 threshold including English and Mathematics targets which is appropriately challenging. The school has begun to address that target setting is aspirational for all pupils. In order to address standards in pupils' books, work sampling success criteria has been produced. Work scrutiny will be conducted by the Senior Leadership Team, Team Leaders and Heads of College on a fortnightly basis. It is also a focus of the standards sub-committee of the governing body. This is an area to be developed.

4.3 Recommendation 2 in the school's Estyn Inspection report is to ensure that curriculum arrangements meet the needs of all pupils. An Associate Assistant Headteacher has been appointed to lead on curriculum developments. It has been agreed that as from September 2016, pupils will begin their option choices in Year 10. In order to address the effective co-ordination of literacy and numeracy across the curriculum, another Associate Assistant Headteacher has been appointed.

4.4 To improve the quality of teaching and the effectiveness of assessment is identified as Recommendation 3 in the school's Estyn Inspection Report. The Deputy Headteacher who was appointed during the recent re-structure, has established a teaching and learning group. The purpose of the group is to review whole school approach to improving teaching. In order to improve the quality of pupils' homework, pupil planners have been purchased which will improve communication with parents and enable school staff to monitor the quality of the communication.

4.5 The fourth recommendation in the school's Estyn Inspection Report is to strengthen arrangements for the care, support and guidance of pupils and meet the statutory requirement to provide a daily act of collective worship. The "Phoenix Centre" has opened with the aim of providing high quality support systems within the school, providing a graduated response to reduce the occurrence of poor behaviour. The school regularly attends the Fair Access Strategy Group which addresses the area of exclusions; admissions; managed moves and the sharing of best practice. Data indicates that there has been a reduction in the number of fixed-term exclusions during the period of September 2015- February 2016 compared to the same period last year.

The “Team around Y Dderwen” was established during the Autumn Term 2015. Local Authority Officers and key partners, such as the police, work in partnership with the school on a monthly basis. The purpose of the meetings is to discuss individual pupils and identify the appropriate pastoral interventions. Partnership working in this way is having an impact particularly with pupils being identified at an earlier stage.

- 4.6 Recommendation 5 of the school’s Estyn Inspection Report identifies the need to improve the effectiveness of leadership at all levels to ensure clear direction, high expectations and accountability in all areas of the school’s work. The restructure of the Senior Leadership Team is complete and key responsibilities have been allocated. The Senior Leadership Team comprises of an Executive Headteacher; Head of School (who takes up post in April 2016); Deputy Headteacher; two Assistant Headteachers; Director of Finance and three Associate Assistant Headteachers. Clear lines of accountability have been established with line-management responsibilities having been clearly identified within the key responsibilities. The Governing Body has received initial training regarding challenging data and target setting and further training will be identified. The Standards Sub-committee has been established and has met on three occasions with the consultant governor in attendance during the last meeting. The Chair and Vice Chair of the Standards Sub-committee attends the Accelerated Improvement Board and reports back to the full governing body.
- 4.7 To strengthen the self-evaluation and improvement planning arrangements is Recommendation 6 of the school’s Estyn Inspection Report. As highlighted in 4:2 of this report, work sampling success criteria and processes have been developed. A clear, concise Post Inspection Action Plan has been written which focuses upon the 6 key recommendations contained within the Estyn Inspection Report.
- 4.8 The Post Inspection Action Plan will be reviewed and refined to link in with the School Improvement Plan to ensure a sustainable approach to school improvement.
- 4.9 The LA Statement of Action sets out how the local authority has used its powers of intervention.
- 4.10 The LA has required the Governing Body to seek advice and collaborate with Central South Consortium, Bryntirion Comprehensive School as a partner institution, and with the Local Authority. Collaboration will include the continuation of the appointment of an Executive Head Teacher currently seconded from Bryntirion Comprehensive School.
- 4.11 The LA has appointed additional governors specifically to support the Chair of Governors and the Vice Chair of the Governing Body. This will provide additional expertise to the governors in key areas to support the school’s improvement.
- 4.12 The Local authority will work with the school to ensure the action plan is shared with stakeholders, specifically parents and children, by posting the plan on the school’s website, by sending a letter to every parent, and engaging with the school to seek to gain parent and children’s feedback on the plan in a creative and effective manner through representative groups.

5. Effect upon Policy Framework& 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. Financial Implications

7.1 The following costs have been met from within the Education and Transformation Directorate 2015/2016 budgets in progressing the improvements described throughout this report- £150,000 contribution to deliver immediate Year 11 interventions and £238,000 relating to leadership re-structures. There are also on-going costs regarding the appointment of additional governors that will continue to be met through the Education and Transformation budgets moving into 2016/17.

8. Recommendation

8.1 It is recommended that Cabinet Members note the content of this report and the rapid improvements made to date.

Deborah McMillan
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Appendix A Coleg Cymunedol Y Dderwen Post Inspection Action Plan

Appendix B LA Statement of Action.

Appendix C Recommendation 1

Appendix D Recommendation 2

Appendix E Recommendation 3

Appendix F Recommendation 4

Appendix G Recommendation 5

Appendix H Recommendation 6

Background documents

Coleg Cymunedol Y Dderwen Estyn Inspection Report- October 2015.