



SCRUTINY : LEARNING AND LGES **MEETING**

4.00 pm MONDAY, 20TH MAY, 2019
COUNCIL CHAMBER

A Pre-Meeting will take place in Conference Room 1 at 3.30 pm.
This meeting is for Committee Members only

Please note that today's meeting will be recorded.

This recording will not be broadcast on the Authority's internet as it will only be used for training purposes by the Democratic Services Department.

The Public Seating areas will be in view of the Camera and, by entering the Chamber and using the Public Seating Area, Members of the Public are consenting to being filmed and to the possible use of those images and sound recordings as outlined above.

This Agenda has been prepared by the Democratic Services Department. Any member of the public requiring information should contact the department on (01685) 725284 or email democratic@merthyr.gov.uk.

Any reference documents referred to but not published as part of this agenda can be found on the Council's website or intranet under Background Papers.

AGENDA

1. Apologies for absence
2. Declarations of Interest (including whipping declarations)

Members are reminded of their personal responsibility to declare any personal and prejudicial interest in respect of matters contained in this agenda in accordance with the provisions of the Local Government and Finance Act 1992 relating to Council Tax, the Local Government Act 2000, the Council's Constitution and the Members Code of Conduct

Note:

- (a) Members are reminded that they must identify the item number and subject matter that their interest relates to and signify the nature of the personal interest and
- (b) Where Members withdraw from a Meeting as a consequence of the disclosure of a prejudicial interest they must notify the Chair when they leave
3. Schools as Learning Organisations - meeting the challenge of the change agenda
To consider report of the Chief Officer Education. **3 - 6**
Presentation sent under separate cover.
4. Work Programme 2019/20
To consider the attached report **7 - 18**
5. Scrutiny Referrals, Feedback and Follow up Actions
6. Reflection and Evaluation of Meeting
To receive an update from the Chair
7. Any other business deemed urgent by the Chair

COMPOSITION: Councillors: H R Jones (Chair)
S Jago (Vice-Chair)

Councillors: H Barrett, B Carter, D Chaplin and M Jones

Co-optees: C Brown, R Lazell, K Phelan, M Symonds,
A Rees, K Jones and K Sutton

together with appropriate officers

Please note:
**The composition of this committee to be confirmed at
AGM on the 15th May 2019**

*If you would prefer a copy of this agenda in another language please contact
democratic@merthyr.gov.uk or telephone 01685 725284*



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County Borough Council

SCRUTINY COMMITTEE REPORT

Date Written	10 th May 2019
Report Author	Sue Walker
Service Area	Learning
Committee Date	20 th May 2019

To: Chair, Ladies and Gentlemen

Schools as Learning Organisations - meeting the challenge of the change agenda

1.0 SUMMARY OF THE REPORT

1.1 This report provides an overview of the changes that are currently facing schools within Merthyr Tydfil and the support that will be given to schools by the Central South Consortium (CSC) to implement these changes and develop themselves as learning organisations.

2.0 RECOMMENDATION

2.1 The report is discussed and noted.

3.0 INTRODUCTION AND BACKGROUND

3.1 Since 2012, the CSC has delivered aspects of school improvement services on behalf of Merthyr Tydfil County Borough Council. Each school within Merthyr Tydfil receives challenge and support from the team at the CSC in line with the model that is advocated in the national framework. The CSC also supports schools to deliver the change agenda from Welsh Government and acts as the delivery arm for educational policy change.

4.0 WHERE WE WERE

4.1 CSC launched its Central South Wales Challenge in 2013 to support the self-improving schools agenda:

- Schools have engaged in cross Local Authority (LA) school improvement groups (SIGs) to support their specific priorities.
- Schools have engaged in pathfinder activities where one school supports another school to address identified areas for development.

- Schools have engaged in Peer enquiry activities to support self-evaluation.
- Schools have been identified as hubs of best practise and deliver professional learning programmes to other schools.

4.2 CSC developed a professional learning offer to meet the requirements from Welsh Government.

5.0 WHERE WE ARE NOW

5.1 Headteachers have received information on the changes and how they can manage these in their own schools and as part of the wider schools system.

5.2 The Central South Wales Challenge will be re-branded to meet the challenges from the forthcoming changes.

6.0 WHERE WE WANT TO BE

6.1 Our ambition is for the outcomes of all learners in Merthyr Tydfil to be consistently higher than the Welsh average. We strive to ensure the children and young people of Merthyr Tydfil acquire the skills necessary to become ambitious and capable learners who are healthy confident individuals.

6.2 Our ambition is for all schools to be self-improving and not to require support from the CSC.

7.0 WHAT WE NEED TO DO NEXT

7.1 Continue to hold the CSC to account relating to the impact on school improvement for all schools.

7.2 Continue to support and challenge the leadership of all schools to ensure they engage with the change agenda.

7.3 Monitor the impact of change on the wellbeing and attainment of both our young people and teaching staff.

8.0 CONTRIBUTION TO WELLBEING OBJECTIVES

8.1 There is a strong relationship between wellbeing and attainment. The improvement activities detailed in this report to help raise standards contribute directly to our wellbeing objective:

Best start to life: Children and young people get the best start to life and are equipped with the skills they need to be successful learners and confident individuals.

SUE WALKER
CHIEF OFFICER, LEARNING

COUNCILLOR LISA MYTTON
CABINET MEMBER FOR LEARNING

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Does the report contain any issue that may impact the Council's Constitution?		No

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SCRUTINY REPORT

Date Written	13 th May 2019
Report Author	Scrutiny Section
Committee Division	Scrutiny
Exempt/Non Exempt	Non Exempt
Committee Date	20 th May 2019

To: Chair, Ladies and Gentlemen

Work Programme 2019/20

1.0 PURPOSE OF THE REPORT

- 1.1 To provide the Scrutiny Committee with its work programme for consideration and to prepare in advance of the next scrutiny committee meeting.
- 1.2 To remind Scrutiny Committee members that they need to consider the requirements of the Wellbeing of Future Generations (Wales) Act 2015 in all aspects of scrutiny work.

2.0 RECOMMENDATION(S)

- 2.1 The Committee considers the attached draft work programme and approves, revises or amends it as deemed appropriate; and to consider the questions at 3.2 in planning for the next meeting.

3.0 INTRODUCTION AND BACKGROUND

- 3.1 The attached work programme identifies the topics and issues under consideration by the Scrutiny Committee and allows an opportunity for additional subjects to be identified and included on the programme.
- 3.2 Scrutiny committees are required to prepare and keep under review a programme for their future work. By reviewing and prioritising issues, members are able to ensure that the work programme delivers a member-led agenda.
- 3.3 The Wellbeing of Future Generations (Wales) Act 2015 requires each Public Service Board (PSB) and Council to work with their communities to develop local objectives. Merthyr Tydfil County Borough Council (MTCBC) and the Cwm Taf PSB have acted on this.

- 3.4 MTCBC has four local Wellbeing Objectives, each having clear outcomes that will help the Council to respond to local community needs and contribute to the seven national wellbeing goals. The four Wellbeing Objectives are:-

BS Best Start to Life - Children and young people get the best start to life and are equipped with the skills they need to be successful learners and confident individuals.

The key outcomes for Best Start to Life are:

- Children live in a nurturing and stimulating home environment
- Children have access to high quality pre-school and school education
- Improve the educational outcomes for all children and young people
- Children and young people have good health and wellbeing

WL Working Life - People feel supported to develop the skills required to meet the needs of businesses, with a developing, safe infrastructure which makes Merthyr Tydfil as an attractive destination.

The key outcomes for Working Life are:

- Merthyr Tydfil realises its full economic potential, with a skilled workforce and better employment opportunities;
- People value and enjoy the built and natural environment, protecting and enhancing our cultural assets for current and future generations;
- We have strong, resilient and supportive communities where people take responsibility for their own actions and how they affect others.

EW Environmental Wellbeing - Communities protect, enhance and promote our environment and countryside.

The key outcomes for Environmental Wellbeing are:

- Environmental damage is minimised by preventing pollution
- To maximise the amount of materials and resources recycled in line with the waste hierarchy;
- Merthyr Tydfil has good quality, biodiverse and connected green infrastructure and open spaces; and
- The use of renewable and low carbon energy is increased.

LW Living Well - People are empowered to live independently within their communities, where they are safe and enjoy good physical and mental health.

The key outcomes for Living Well are:

- People live safe and independent lives within their communities
- Children and adults are safeguarded from harm and feel safe
- Children and young people live safely with their family or close to home and have transitioned well into adulthood.

- 3.5 The Scrutiny Committee is encouraged to identify issues that reflect these priorities that are within your remit and/or are a priority for local people and communities. If a matter is a recurring issue for the people you, as Councillors, represent, the likelihood is that it is something that the Committee should consider. The more relevant the issue is to local communities then the greater the likelihood of engaging those communities in the scrutiny process and of producing outcomes that will be visible to those communities you represent.
- 3.6 MTCBC has developed an 'Our Shared Vision' document (Appendix I). This makes the connections from the seven national Wellbeing Goals through to the local objectives and political priorities. This document is contained within one page and acts as an easy to understand guide. When considered with service area strategies and operational plans a thread is created that can be extended down to individual tasks. This helps staff members see how they are contributing to the Act and the 'Wales We Want', and will assist Scrutiny members better understand the connections with the Act.
- 3.7 The work programme is a dynamic document and is reviewed at every meeting of the Committee to ensure that its contents are still relevant and will add value to what the Council and partners are doing. At each meeting the committee will agree the agenda items for their next meeting and in preparation may in advance wish to ask itself the following questions.

Q) Why has the item been placed on a Scrutiny Work Programme?

- a. Does this item/topic contribute to the delivery of the Council's wellbeing objectives and priorities?
- b. Is this item/topic relating to service performance concerns?
- c. Is this item/topic of significant public interest?
- d. Has the item/topic got budgetary implications?
- e. Is this a item/topic where Scrutiny involvement will make a significant difference and achieve tangible outcomes?
- f. Can effective Scrutiny of this issue be delivered from within available resources?

Q) What is the specific role of the Committee?

This will depend on the item – for example the role could be:

- a. to determine if performance levels are acceptable in relation to a particular department;
- b. to determine if a specific policy is fit for purpose;
- c. to satisfy itself that the Authority is working well with its partners in tackling a major issue;
- d. to gather the views of specific stakeholders as part of an on-going scrutiny investigation / review;
- e. to explore possible solutions to an issue.

Q) What outcome is the Committee seeking from the consideration of this item?

- a. To comment on the proposed budget and make suggestions to cabinet regarding the proposed budget's ability to deliver the priorities of the council
- b. Identification of any causes for concern and note successes.

- c. To receive an overview presentation.
- d. To gain an understanding of and to comment on a policy / strategy
- e. To explore ideas around the setting of budgets while considering the pressures facing each service. This also helps provide an overview of the policy frame work.
- f. For the scrutiny committee to gain an overview and refresh their knowledge of the wellbeing objectives / other plan / other strategy.
- g. Improvement in service delivery

Q) What information does the Committee need to fulfil this role / achieve this outcome?

What is the Committee trying to do? You might be trying to do some or all of the following i.e. establish facts; gather opinions; or explore new ideas / solutions.

Q) Who should be invited to the meeting to provide the information?

Depending on the information you need you might want to hear from a range of witnesses – e.g. Cabinet members, Senior Officers, Service users, and External partners – e.g. Police, Strategic Partners etc

Q) Does the Committee need to ask for written representations?

The Committee may wish to pose some questions to the Directorate / Cabinet Member / External Partner etc prior to the meeting. This may help in instances when the Committee is looking for something specific to be addressed. This will assist whoever is attending ensure that they have the information / answer ready for the meeting.

Q) Which meeting format / venue would be most appropriate for the item and for the witnesses that will be invited to attend?

Meetings do not have to be held in a formal committee room environment. You may wish to hold occasional meetings out in the community e.g. community centres, sports facilities etc. It depends on the subject. Some people find the formal setting intimidating. Site visits for example may be more appropriate to see first-hand what the committee is investigating / obtaining information on e.g. waste sites, regeneration projects etc.

Q) Method of Scrutiny?

Once Members have identified the matters they wish to scrutinise, consideration should be given to scoping the subject in more detail including the timing and method of scrutiny to be used. Support in this process will be given by the Scrutiny and Support Manager and Officer. Members may wish to:

- a. Consider an item at a single meeting;
- b. Consider an item over a series of meetings;
- c. Allocate the work to a small working group of Members (Task & Finish group) to investigate the issue over a period of 2-3 months (this may involve visits to see how services are working in practice);
- d. Undertake an Inquiry Day (or days);
- e. Undertake joint scrutiny with members of another Scrutiny Committee;

- f. Invite expert witnesses to give their views;
- g. Seeking the views of service users/carers and/or the general public (public calls for evidence).

**Performance and Scrutiny Department
MTCBC**

BACKGROUND PAPERS		
Title of Document(s)	Document(s) Date	Document Location
Statement of Wellbeing & Focus on the Future: Wellbeing in our Community	4 th April 2018	MTCBC Website Full Council 4 th April 2018
Does the report contain any issue that may impact the Council's Constitution?		No

OUR SHARED VISION

"ACTING TODAY FOR A BETTER TOMORROW"

The Wales we want:



Cynor Bandwiler Sion
MERTHYR TYDFIL
MERTHYR TYDFIL
County Borough Council

A prosperous Wales	A resilient Wales	A healthier Wales	A more equal Wales	A Wales of cohesive communities	A Wales of vibrant culture and thriving Welsh language	A globally responsible Wales
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The shared vision for Merthyr Tydfil to get there:

To strengthen Merthyr Tydfil's position as the regional centre for the Heads of the Valleys, and be a place to be proud of where:

People learn and develop skills to fulfil their ambitions,
 People live, work, have a safe, healthy and fulfilled life,
 People visit, enjoy and return

How will Merthyr Tydfil CBC work?

Long Term  Prevention  Integration  Involvement  Collaboration 

How will we work together to deliver the Our Shared Vision and achieve our goals?

<p>Focus on the Future</p> <p>Best Start to Life Children and young people have the best start to life and are equipped with the skills they need to be successful learners and confident individuals.</p> <p>Working Life People feel supported to develop the skills required to meet the needs of businesses with a developing, safe infrastructure making Merthyr Tydfil as an attractive destination.</p> <p>Environmental Wellbeing Communities protect, enhance and promote our environment and countryside.</p> <p>Living Well People are empowered to live independently within their communities, where they are safe and enjoy good physical and mental health.</p>	<p>PSB Wellbeing Plan</p> <p>Community Resilience and Wellbeing To promote safe, confident, strong and thriving communities improving the wellbeing of residents and visitors and building on our community assets.</p> <p>Lifestyles, health and vulnerability To help people live long and healthy lives and overcome any challenges.</p> <p>Economy and Infrastructure To grow a strong local economy with sustainable transport that attracts people to live, work and play in Cwm Taf.</p> <p>Tackling loneliness and isolation (Cross cutting objective) We will work in new ways to channel the undoubted strengths of our communities, including volunteers to tackle more effectively the loneliness and isolation which often exists within many of them.</p>	<p>Political Priorities</p> <p>We will look after all our citizens by providing an affordable quality education and social care enabling everybody to lead their lives to their full potential.</p> <p>We will encourage active lifestyles and promote wellbeing.</p> <p>We will support a strong, sustainable, diverse and successful environment and economy.</p>
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Merthyr Tydfil ... a place to be proud of
 Merthyr Tydfil County Borough Council

Learning and LAESCYP Scrutiny Committee Work Programme Descriptors 2019/20

(The Work Programme is reviewed at each meeting and as such is subject to change)

Date / Timing	Overarching Item	Linked to MTCBC's Wellbeing Objectives (Corporate Objectives)?	Officer & Cabinet Member	(Other) Scrutiny Focus
20 st May 2019	'Schools as learning organisations'. How the council, schools and CSC are working together to implement this new education practice to implement the new curriculum	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker / Andrew Williams/Emma Wilmot (CSC)	Scrutiny and Challenge: - To consider the implications of the current changes within education and how these impact on schools. To questions how these will impact on performance of pupils at all stages.
	Draft Annual Work Programme 2018/19	BS Best Start to Life		Scrutiny and Challenge: - To consider the draft Annual Work programme for 2019/20
1 st July 2019	Education Department current position statement (as part of the preparation for a peer review visit in July which will be looking at the current SER)	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker / Chris Hole/Sarah Bowen/Anthony Lewis/	Scrutiny and Challenge: - To provide challenge on the evidence used to support judgements made by the Learning Department current position. And to challenge the validity of identified next steps to drive up improvement
	Estyn Case Studies Ynysowen Bishop Hedley	BS Best Start to Life		Scrutiny and Challenge: - The Head teachers and chairs of governors will be attending the meeting to share good practice in their respective schools following recent Estyn visits.

Learning and LAESCYP Scrutiny Committee Work Programme Descriptors 2019/20

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2 nd September 2019	Performance Report – Foundation Phase, KS2 and KS3 (to also include a verbal update on KS4 results, which are only being made available on August)	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker	Scrutiny and Challenge:- to receive a report on the attainment in Foundation Phase, Key Stage 2 and Key Stage 3 in 2019.
	Impact of Flying Start and Registered Education Providers on outcomes in maintained schools	BS Best Start to Life	Cllr Lisa Mytton / Chris Hole	Scrutiny and Challenge: to receive a report on the work within early years to support the improvement of outcomes for pupils once they transition to primary school.
7 th October 2019	Impact against identified priorities for improvement. (Business Improvement Plans)	BS Best Start to Life	Cllr Lisa Mytton/Sue Walker/ Anthony Lewis	Scrutiny and Challenge: the learning department has identified priorities for improvement through its self-evaluation process. The Committee will have the opportunity to scrutinise the evidence used to provide judgements on progress of impact.
	ESTYN Self Evaluation Reporting (SER) Framework (Inspection Area 2)	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker	Scrutiny and Challenge: - The Scrutiny Committee will receive a report from the Chief Education Officer on a specific Local Government Education Services Inspection Framework element.
25 th November 2019	ESTYN Self Evaluation Reporting (SER) Framework (Inspection Area 3)	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker	Scrutiny and Challenge:- The Scrutiny Committee will receive a report from the Chief Education Officer on a specific Local Government Education Services Inspection Framework element.
	Financial Sustainability – report from PenyDre cluster Include information about Salix projects Impact of ISB review Work of Schools Budget Forum	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker	Scrutiny and Challenge:- To consider how this process might be rolled out across other schools within the county borough in order to provide financial savings. To consider how pupils have been involved in this process and how the voice of the young person might be improved further within strategic activities. To consider the role of the Schools Budget forum To consider the effectiveness of the Schools Budget forum in identifying areas for efficiencies

Learning and LAESCYP Scrutiny Committee Work Programme Descriptors 2019/20

(The Work Programme is reviewed at each meeting and as such is subject to change)

6 th January 2020	Report on the performance at key stage 4 (to include the Capped 9 measure) and attendance	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker/Sarah Bowen/Emma Willmott/ CSC	Scrutiny and Challenge: The scrutiny committee will receive a report from the Chief Education Officer on all aspects of performance and outcomes from across education services, including the latest school categorisations from Central South Consortium
	EOTAS	BS Best Start to Life		Scrutiny and Challenge: - To consider the impact of the recent changes to provision for EOTAS and the impact on attainment for this group of young people
	Impact of Youth Service on Attainment and Wellbeing	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker/ Chris Hole	Scrutiny and Challenge: - the committee will receive a report on the impact of the work within youth services to improve the attainment and wellbeing of young people
24 th February 2020	Attendance Non SLA/SLA Persistent Absenteeism Good Practise Exclusions – SEBD Reduced Timetables	BS Best Start to Life	Cllr Lisa Mytton/ Sue Walker/ Sarah Bowen	Scrutiny and Challenge: - to receive a detailed analysis of attendance against support provided for specific schools(e,g SLA/nonSLA); to consider the early impact of the learning departments action plan to improve persistent absenteeism
	ESTYN Self Evaluation Reporting (SER) Framework (Inspection Area 1)	BS Best Start to Life	Cllr Lisa Mytton / Sue Walker/Joe Colsey/Schools	Scrutiny and Challenge: - The Scrutiny Committee will receive a report from the Chief Education Officer on a specific Local Government Education Services Inspection Framework element.
20 th April 2020	Impact of work of CSC in schools causing concern Value for Money overall for CSC	BS Best Start to Life		Scrutiny and Challenge: to consider the report from CSC on their work in specific schools across the county borough; to consider whether the borough receives value for money against its contribution to CSC

Learning and LAESCYP Scrutiny Committee
Work Programme Descriptors 2019/20

(The Work Programme is reviewed at each meeting and as such is subject to change)

		BS Best Start to Life	Cllr Lisa Mytton / Sue Walker /	Scrutiny and Challenge
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Learning and LAESCYP Scrutiny Committee Work Programme Descriptors 2019/20

(The Work Programme is reviewed at each meeting and as such is subject to change)

Additional items to consider for Work	
Date to be confirmed	To invite / visit Heads and Chairs of Governance at the following schools :- <ul style="list-style-type: none"> • Ysgol Gynradd Gymraeg Santes Tudful • Pen-y-dre High School • Ynysowen Community Primary School • Visit Educated Other Than at School (EOTAS) to see what provision is available (before 8th April). • Visit LRB's (Learning Resource Basis) as part of the programme of visits.
Date to be confirmed	
Date to be confirmed	
Date to be confirmed	

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