



GwE



Cyfarfod / Meeting

CYD-BWYLLGOR GwE
GwE JOINT-COMMITTEE

Dyddiad ac Amser / Date and Time

13.30 DYDD MERCHER, 6 TACHWEDD 2013

13.30 WEDNESDAY, 6 NOVEMBER 2013

Lleoliad / Location

VENUE CYMRU
LLANDUDNO

Pwynt Cyswllt / Contact Point

GLYNDA O'BRIEN

(01341) 424301

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AELODAETH Y CYDBWYLLGOR/MEMBERSHIP OF THE JOINT COMMITTEE

Aelodau â phleidlais/ Voting Members

Cynghorydd/Councillor Ieuan Williams – Cyngor Sir Ynys Môn/Isle of Anglesey County Council
Cynghorydd/Councillor Sian Gwenllian – Cyngor Gwynedd Council
Cynghorydd/Councillor Wyn Ellis Jones – Cyngor Bwrdeistref Sirol Conwy/Conwy County Borough Council
Cynghorydd/Councillor Eryl Williams – Cyngor Sir Ddinbych/ Denbighshire County Council
Cynghorydd/Councillor Chris Bithell – Cyngor Sir y Fflint/Flintshire County Council
Cynghorydd/Councillor Michael Williams – Cyngor Bwrdeistref Sirol Wrecsam/Wrexham County Borough Council

Aelodau Cyfetholedig heb Bleidlais/Co-opted Non-voting Members

Esgobaeth Llanelwy/St Asaph Diocese – Rosalind Williams
Cynrychiolydd Ysgolion Cynradd/Primary Schools Representative – Jeremy Griffiths
Cynrychiolydd Ysgolion Uwchradd/ Secondary Schools Representative – Annwen Morgan
Cynrychiolydd Ysgolion Arbennig/Special Schools Representative – Jonathan Morgan
Cynrychiolydd Llywodraethwr/ Governor Representative – sedd wag / vacant

Swyddogion heb Bleidlais/Non-voting Officers

Dr Gwynne Jones – Cyngor Sir Ynys Môn/Isle of Anglesey County Council
Dewi R. Jones – Cyngor Gwynedd Council
Geraint James – Cyngor Bwrdeistref Sirol Conwy/Conwy County Borough Council
Karen Evans – Cyngor Sir Ddinbych/Denbighshire County Council
Ian Budd – Cyngor Sir y Fflint/Flintshire County Council
John Davies – Cyngor Bwrdeistref Sirol Wrecsam/Wrexham County Borough Council

Swyddogion yn bresennol/Officers in attendance

Iwan Evans a Dafydd Edwards – Awdurdod Lletyol/Host Authority
Geraint Rees – Llywodraeth Cymru/Welsh Government
Huw Foster Evans – Prif Swyddog GwE/GwE Chief Officer
Susan Owen Jones – Rheolwr Busnes a Chyllid GwE/GwE Business & Finance Manager

AGENDA

1. WELCOME AND APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL CONNECTION

To receive any declaration of personal interest.

3. URGENT ITEMS

To note any items that are a matter of urgency in the view of the Chairman for consideration.

4. MINUTES OF THE LAST MEETING 08/07/13

(copy enclosed)

5. PROGRESS REPORT

(copy enclosed)

6. FINANCIAL REVIEW OF GwE BUDGET 2013/14

(copy enclosed)

7. A NATIONAL MODEL FOR SCHOOL IMPROVEMENT: STRENGTHENING THE REGIONAL EDUCATION CONSORTIA IN WALES

FOR INFORMATION

- **GwE User Group Minutes 04/06/13** (copy enclosed)
- **GwE Senior System Leaders Profiles** (copy enclosed)

GwE JOINT COMMITTEE
08.07.13

Present: **Councillor Eryl Williams (Chair)**
 Councillor Siân Gwenllian (Vice-chair)

Councillors Ieuan Williams (Isle of Anglesey Council), Wyn Ellis Jones (Conwy County Borough Council), Chris Bithell (Flintshire County Council), Michael Williams (Wrexham County Borough Council)

Co-opted Members without a vote: Jeremy Griffiths (Primary Schools' Representative).

Officers without a vote: John Davies (Wrexham County Borough Council), Dr Gwynne Jones (Isle of Anglesey Council), Dewi R Jones (Gwynedd Council), Geraint James (Conwy County Borough Council).

Also Present: Iwan Evans (Gwynedd Council Legal Service Manager), Huw Foster Evans (GwE Chief Officer), Elwyn Davies (GwE Interim Chief Officer), Susan Owen Jones (GwE Business and Finance Manager) and Glynda O'Brien (Gwynedd Council Committee Clerk)

Apologies: Jonathan Morgan (Special Schools' Representative), Carole Burgess (Diocese of St Asaph), Karen Evans (Denbighshire County Council), Dafydd Edwards (Cyngor Gwynedd).

1. WELCOME

The Chairman extended a warm welcome to Mr Huw Foster Evans, GwE Chief Officer, to his first meeting of the joint committee.

2. DECLARATION OF PERSONAL INTEREST

No declarations of personal interest were received from any Member present.

3. URGENT ITEM

(The following item had not been included on the Agenda as the information was received after the Agenda had been sent out, however, the Chairman agreed to consider it under Section 100 (4)(b) Local Government Act 1972 in order to proceed with the interviews).

The GwE Interim Chief Officer reported that one of the GwE Senior System Leaders had accepted a post with Anglesey Council and interviews for a successor would take place on Wednesday, 24 July 2013 and it was necessary to appoint Members for the Interview Panel.

Resolved: To nominate the following on the Interview Panel:

Cllr. Wyn Ellis Jones to represent the Elected Members with Cllr. Michael Williams in reserve.

Mr Jeremy Griffiths to represent the Heads

Dr Gwynne Jones to represent the Directors with Karen Evans proposed as a reserve

and to give the Chairman the right to agree on substitutes if required.

4. MINUTES

The Chairman signed the minutes of the meeting of this committee held on 20 February, 2013, as a true record.

5. PROGRESS REPORT

A report was submitted by the GwE Chief Officer (Interim) outlining the progress with developments and the introduction of GwE.

The GwE Interim Chief Officer reported that he had cooperated closely with Mr Huw Foster Evans who was appointed GwE Chief Officer, and he gave a tribute that was full of praise to the Senior System Leaders and the GwE Business and Finance Manager for their work. He expanded on four functions that GwE is expected to achieve namely:

- Supporting local authorities to undertake their statutory roles in terms of school effectiveness;
- Provide support to local authorities and schools with school improvement activity;
- To specifically undertake the responsibility for implementing the National Action Plan (in the context of the core GwE functions)
- Make provision to develop, maintain and review regional frameworks on the grounds of commission

together with the considerations when undertaking the above service. Reference was made to monitoring visits, training and specifically consortia trajectories compared with the national trajectories up to 2014 as summarised by the Welsh Government Standards Unit. The category steps were explained as follows:

Step 1 – Excellent
Step 2 – Good
Step 3 – Satisfactory
Step 4 – Unsatisfactory

During the ensuing discussion the following points were highlighted:

- (a) That it would be beneficial to receive background information in future in terms of schools on Step 3 / 4 in order to understand what is happening across the region.

- (b) That the performance percentage for Threshold Level 2+ was set at 59% for 2013, and it was trusted that this would be maximised in 2014. In response, the GwE Chief Officer explained that the information before them was based on school visits by the Standards Unit and that the forecast for 2015 was significantly lower than the 65% set by the former Minister for Education as a national goal.
- (c) In response to the comment made regarding keeping up in relation to other consortia, assurance was given that it was a matter of perception rather than reality that the north Wales Consortium was behind in terms of performance and reality was reflected in the fact that it was placed second best in the national league.
- (d) It was stressed that if the national goal was set lower and it was trusted that the north Wales consortia would not lose its ambition and that a high level of expectations should continue.
- (e) The need was also emphasised to consider the free school meals indicator across the north.
- (f) In response to concern regarding the implications on matters such as inclusion that derived from the Robert Hill Report, assurance was given that these issues would be discussed at a meeting that had already been organised for 6 September 2013 that would be attended by Chief Executives, Leaders of authorities, education portfolio holders and Directors of Education in the six authorities. From that meeting a draft report would be written on behalf of the region in response to the Robert Hill Report.
- (g) It was added that the new Minister for Education, prior to his appointment, had praised the work done on deprivation by the North Wales region.
- (h) That it would be beneficial for the Members of this Joint Committee to receive a profile of the System Leaders
- (i) It was added that it would be useful for the Members also to receive an occasional information bulletin regarding appointments in order to have a better understanding of the processes etc.

Resolved: (a) To note the GwE developments since its inception on 1 April 2013.

(b) To approve that the Senior Management Team prepares a forward programme of developments for the 2013/14 academic year.

(c) To request that the Business and Finance Manager sends a letter to the former Minister for Education to convey the thanks of the GwE Joint Committee for his commitment to education.

6. BUSINESS MATTERS

6.1 Chief Officer Line Manager

A report was submitted by the Lead Director (Chairman) of the Consortium presenting an application to consider the line management arrangements for the Chief Officer.

The Joint Committee was reminded of their terms of reference together with the attached considerations.

Resolved: (a) To approve:

- (i) That the Corporate Director of the host authority acts as an administrative line manager.**
- (ii) That a panel of the Joint Committee is set up for the formal and statutory processes of professional line management including performance management to include the following members:**
 - Chair of the GwE Joint Committee**
 - Vice-chair of the Consortium**
 - Head to be nominated by the Users Group**
- (iii) That the Lead Director (Chairman) of the Consortium undertakes the role of day to day line manager on behalf of the Joint Committee.**

6.2 Representation of Heads on the Joint Committee

A report was submitted by the Lead Director of the Consortium regarding a request received on behalf of the Representation of Headteachers on the Joint Committee.

The Lead Director of the Consortium gave an outline of the background and stated that it had been the subject of discussion for months and had been highlighted via the Users Group regarding the constitution of the Joint Committee. It was confirmed that legal counsel had been received regarding the matters highlighted and attention was drawn to that response.

The Chair noted the importance for the Users Group to meet often with attendance every time by representative of the six authorities to ensure consistency.

Resolved: (a) To note:

- (i) Concern raised in the statement of Claire Armistead**
- (ii) Concerns identified and considered by the Host Authority's Monitoring Officer and the Strategic Group of Directors of Education.**
- (iii) That the Joint Committee's constitution in its current form reflected the structure as set in the full Business Case approved by the Welsh Government and the six Local Authorities in north Wales.**

(b) Agree to consider reviewing the representation of Heads on the Joint Committee following 12 months in operation.

6.3 Calendar of Meetings

A calendar of meetings for the coming year was submitted.

Resolved: (a) To approve the calendar as outlined in Appendix A of the report.

(b) To authorise the Chair to make changes to the calendar of meetings if required.

7. A WORD OF THANKS

A reference was made to the fact that this would be the last meeting for Mr Elwyn Davies (Chief Officer GwE- Interim) and the Chair took the opportunity to thank him on behalf of the Joint Committee for his untiring work since GwE was established and until Mr Huw Foster Evans would take the over.

Anwen Williams was also thanked for her commendable work for the Consortium.

The meeting commenced at 9.30am and concluded at 10.30 am.

CHAIRMAN



REPORT TO THE JOINT COMMITTEE

6 NOVEMBER 2013

Report by: GwE Chief Officer

Subject: Progress report on GwE developments (Regional School Effectiveness and Improvement Service) and on pupil outcomes in North Wales schools based on the available regional data

1.0 Purpose of the Report

1.1 To update the Joint Committee members on progress and GwE developments and on pupil outcomes in North Wales schools based on the available regional data.

2.0 Background

2.1 This report follows on from the report of the Chief Officer (Interim) to the Joint Committee on 8 July 2013.

2.2 The performance indicators of the Service are listed in section 11.1 of the Full Business Case and are as follows:

- O1 Improved standards in literacy (Welsh/English) and numeracy (Mathematics) that compare well with the best in other countries;
 - O2 A single cohesive service for the monitoring, supporting, challenging and intervention within schools across the region;
 - O3 Deployment of System Leaders with a consistent approach and recent proven record of school improvement;
 - O4 All schools able to access a much broader range of specialist support than that available in individual LAs currently;
 - O5 No Local Authorities or schools [learning settings] in any Estyn Inspection category of needing significant improvement or special measures.
-

3.0 Considerations

3.1 The new Chief Officer started in post on 1 September 2013. Each System Leader post has now been filled, either permanently or by means of secondments. Only one post is temporary this term; this will be a permanent post from 1 January 2014.

3.2 The programme of work for the System Leaders this term includes the following:

- Attend a whole team meeting (to include the administrative team) on setting expectations at the start of the new term - this was led by the Chief Officer;
- Interpret their link schools' end of Key Stage data and consider the schools' own interpretation of the data and the Evaluation Tool, focusing on pupil outcomes;
- Attend training on using the Fischer Family Trust data and the FFT-live website with schools;
- Attend a briefing session on Visit 1 with the local authorities' Home Team officers - this was led by the Chief Officer;
- Training by the Chief Officer on Headteachers' Performance Management;
- Hold Visit 1 and Performance Management meetings in all schools and prepare reports; focus on developments since previous meeting and on pupil outcomes;
- Support and arrange support for targeted schools;
- Pre-inspection support;
- Post-inspection support;
- Sub-regional Team Meetings;
- Estyn training for System Leaders.

3.3 Also, on request, the Chief Officer has held meetings, made presentations and conducted training on behalf of GwE with a variety of partners which include:

- Groups of school Headteachers;
- North Wales Estyn representative;
- Welsh Government representative;
- Elected members and scrutiny committees;
- School Governors;
- Home Team Officers.

3.4 In his 8 July report the Chief Officer (Interim) referred to graphical information showing the categories of schools in the region following the autumn term 2012 Visit 1 (based on pupil outcomes) and that the Service would

collect data in the same way following Visit 3 (based on capacity to improve). See the information in Appendix 1. Initial findings suggest there is a close link between the judgement on outcomes and the capacity to improve in the primary sector. In the secondary sector there is more excellent work with regard to capacity to improve. As Visit 1 was conducted pre-GwE we will re-consider these conclusions in the New Year.

3.5 In the Joint Committee meeting on 8 July, the need to include information about how the service operates in response to placing schools in the orange or red category was noted. See Appendix 2 for further details.

3.6 Initial work has started with regard to the above O2 and O3 performance indicators, which mainly refer to ensuring consistency of implementation across the region. This work includes moderation work by the GwE Management Team, moderation within individual hubs, inter-hub moderation, inter-regional sector moderation, shadowing visits by the Management Team and Home Teams, inter-hub shadowing visits and modelling standard reports.

3.7 Literacy and Numeracy - update since the last report: One of the GwE Senior System Leaders continues to be the region's main contact link with the National Support Programme

- The National Support Programme Partners are already recognising the efficient practice that is emerging in the implementation of the Literacy and Numeracy Framework. The aim of the National Support Programme now is to help disseminate this practice more widely and it will earmark funding to ensure that this happens.
- The National Support Programme will start supporting special schools in the latter half of this term and will encourage them to share practices with each other and with mainstream schools with regard to learners with profound and multiple learning difficulties. The National Support Programme will directly contact pupil referral units in readiness to support them at the same time.
- At present, the National Support Programme is conducting and filming a series of workshops on professional development. Edited versions of these will be available at the beginning of next term and there will be relevant links in the Dysg newsletter.
- Part One of the National Support Programme guideline was published before the summer; Part Two is now available. The second part assists schools to make precise plans for implementing the Literacy and Numeracy Framework.
- Through the established agreement between the Consortium and 'Catch Up', a series of Dyfal Donc courses was held during the term. The agreement ensures that schools in the whole region have the opportunity to attend at a reduced price.

3.8 National Reading and Numeracy Tests (Appendix 3): During May 2013, for the first time, pupils in Year 2-9 in schools across Wales sat national reading and numeracy tests. Results are reported as standardised scores which take into account the age of the child and thus all the results are placed on the same scale. This means that the performance of different groups of pupils may be compared irrespective of their age. More information will follow when the regional analyses have been completed but the national pattern confirms that:

- higher standardised scores are generally seen in primary schools rather than secondary schools in the Welsh and English reading tests;

- more girls than boys gaining a standardised score of higher than 115 whilst more boys than girls gain a standardised score of less than 85 in the Welsh and English reading tests;
- more boys than girls gaining a score of more than 115 and less than 85 in the numeracy tests.

3.9 The User Group continues to meet and provides valuable and useful feedback to the Service. The main matters that were discussed may be summarised as follows:

- Provide feedback on Visit 3 (summer term);
- Literacy and Numeracy support:
 - The National Support Programme;
 - Catch Up programme;
- Arrangements for Visit 1 (autumn term);
- GwE key priorities 2013-14.

3.10 The consultation meetings with the trade unions continue and are chaired by the Consortium Lead Director.

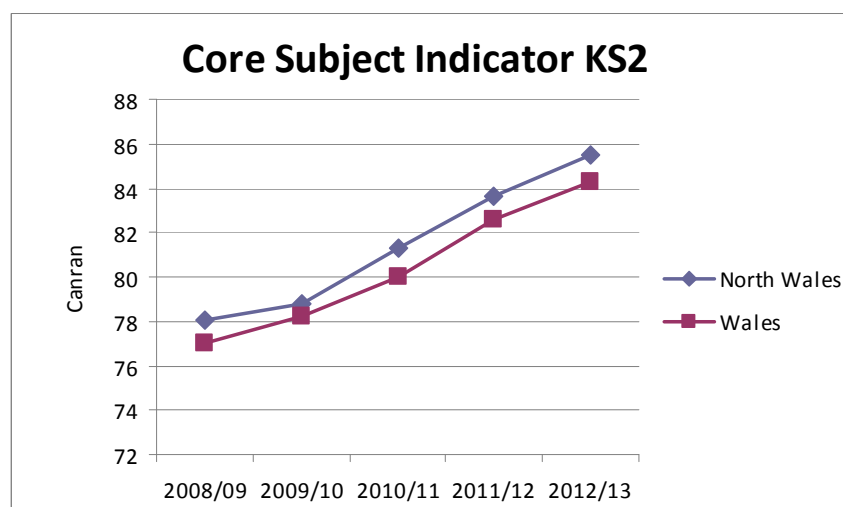
3.11 The Chief Officer is part of regional and national discussions with regard to developing the Welsh Government's 'National Model' for School Improvement. By the time of the Joint Committee's meeting on 6 November, the Chief Officer and the Lead Director will have attended three of the five national meetings that have been arranged at short notice in Cardiff before the end of November.

4.0 Pupil Outcomes 2013

4.1 Processes for collating and analysing data on pupil outcomes within the region are developing. There is only partial information available at present, particularly in the context of end of Key Stage 4 outcomes and the achievement of pupils from underprivileged backgrounds. The Welsh Government has published a timetable for providing this data to authorities but it has slipped.

4.2 Primary Schools

End of Key Stage 2 assessments show that outcomes at the end of the Primary phase for 11 yr. olds in North Wales have risen quickly since 2008, reflecting the progress across Wales.



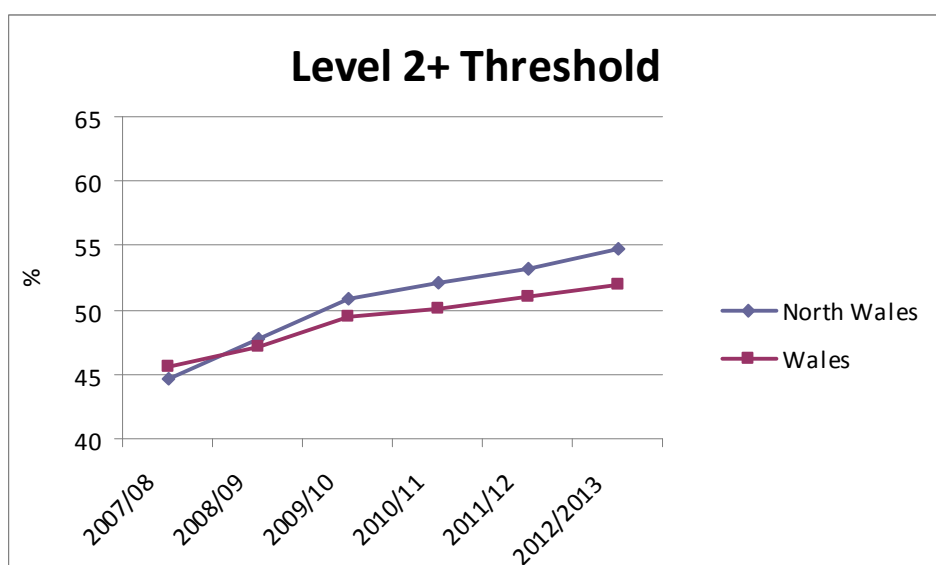
This progress is also seen in the results for **English, Mathematics and Science** on Level 4 (*the 'expected' level*). In the case of Level 5, North Wales has moved from being below the figures for Wales to being above the figures for Wales over the same period. See Appendix 4 for further details.

The situation for **Welsh as a First Language** on Level 4 shows a very different pattern. Although there has been progress since 2008, North Wales has moved from being above the figures for Wales in 2008 to being below the figures for Wales in 2011, 2012 and 2013. The situation on Level 5 is more positive. This is discussed further in the Secondary section below.

Since 2008, North Wales core subjects indicator results of pupils that are entitled to Free School Meals (FSM) have seen progress but in 2013 they remained slightly below the figures for the whole of Wales. Results of pupils not entitled to FSM are slightly above the national figures. This matter will also be discussed further in the section on Secondary schools below.

As in every instance where pupil outcomes are discussed in the context of teacher assessment, consistency and reliability of assessments is a matter of discussion. In a recent report commissioned by the Welsh Government, it is recognised that “there is a sound logic to developing and improving the current system with regard to teacher assessments and their moderation” and the Government, in partnership with the authorities and regional consortia, intends taking urgent action on this matter.

4.3 Secondary schools



End of KS4 assessments show that outcomes for 15 yr.old pupils in North Wales show significant progress in the main indicator which is the **Level 2+ Threshold** (TL2+), from 44.6% in 2008 to approximately 54.8% (temporary) in 2013. This is an increase of 10.2 percentage points (pp) compared with an increase of 6.3 pp across Wales during the same period. The main reason for this is the increase of 11.4 pp in A* - C results in Mathematics compared with 7.5 pp across Wales. It should also be noted that the gap between North Wales and Wales has widened at a quicker rate in 2013 and it is this momentum that needs to be maintained. Performance varies significantly from authority to authority and from school to school. Free School Meals (FSM) data for 2013 notes that five of the six authorities in North Wales are more privileged than the average for Wales. Therefore, on the basis of this, North Wales' performance should exceed that of the rest of Wales. Of the 55 secondary schools in the region, 11 were in the

upper quartile, 16 in the upper middle quartile, 16 in the lower middle quartile and 12 in the lower quartile for the TL2+ in 2012.

Secondary School L2+ 2012



Despite the progress noted above, achievement in **Mathematics** remains a matter that requires attention across the region. The proportion of pupils gaining A* - C grade remains 1.6 pp lower than for **English** in 2012. In the light of this, and following publication by Estyn of a report on Good Practice in KS4 Mathematics, GwE will seek to appoint two excellent practitioners to lead the work across the region. This will be a secondment of five terms.

Welsh as a First Language shows a decrease of 2 pp in the proportion of pupils gaining A* - C grade between 2008 and 2012, the only core subject where a decrease was seen. The national figure for the same period was constant. There is further work to be done in this area across Wales, as the cohort of pupils is not as clearly defined as in the other core subjects. The recent report on Welsh as a Second Language by Professor Sioned Davies submitted to the Welsh Government is an important factor in this discussion.

Between 2009 and 2011 an increase was seen in the performance figures for FSM pupils across the region. However this increase is 0.5 pp lower than the corresponding national increase which is mainly because of performance in one authority. In 2011 and 2012 five of the six authorities were performing above the national figure but regionally in 2012 a decrease of 2.2 pp was seen on the figures for 2011. In 2012, the performance of FSM pupils in one authority is 7.2 pp below the national figure. The authority is working to promote better use of the Pupil Deprivation Grant (PDG) across its schools. Comparative data for 2013 is not yet available but this is a clear priority for the Welsh Government with a significant increase in the PDG for schools in April 2014.

In the period between 2009 and 2012 there was a consistent increase in the achievement of pupils not entitled to FSM in the TL2+ placing the region above the national figure for the fourth consecutive year. This increase of 4.5 pp was higher than the national increase. As a result, the performance gap between these pupils and their peers who are entitled to FSM is higher in the region than what is seen nationally.

The **gap between the performance of boys and girls** in the TL2+ in North Wales has increased to 10.1 pp by 2012. This gap is higher than the 8.6 pp figure for the whole of Wales. However the increase in the boys' performance in North Wales (7.1 pp) since 2008 is higher than the national increase (5.2 pp). There was a 10.2 pp increase in girls' performance in North Wales over the same period with a national increase of 5.9 pp

5.0 Estyn Category Schools

5.1 One of the key aims of the service, as noted in the Full Business Case, is to work towards ensuring that there are 'no Local Authorities or schools [learning settings] in any Estyn Inspection category of needing significant improvement or special measures'

5.2 At the start of the summer term 2013, when establishing GwE, six primary schools and three secondary schools required significant improvement; and three primary schools and two secondary schools were in special measures across the region. By October 2013, at the time of preparing this report, four primary schools and one secondary school required significant improvement; and two primary schools and two secondary schools were in special measures.

6.0 The Future

6.1 The future of the Service, as referred to previously, is involved with the development of the National Model for School Improvement. The principle, which is already in place in the North, of ensuring that Service resources are targeted according to need rather than by authority, is one which needs to be strongly adhered to.

6.2 GwE needs to respond to the vision of the need to provide a service that is more proactive. This should include more of a focus on setting and challenging targets and monitoring progress towards them. There is also a great need to develop the supporting element of the Service's work with any new resources that will be available, including developing school to school support as a high priority. There are considerable implications here with regard to training System Leaders and I trust there will be national guidance on this.

6.3 Following Visit 1 this year the Leadership and Management Tool will also need to be amended and this will be addressed during the next term.

7.0 Recommendations

7.1 The Joint Committee is requested to:

7.1.1 note the contents of the report on current GwE developments and the main performance indicators

7.1.2 approve that the Chief Officer continues to represent GwE in national discussions that are involved with developing the National Model for School Improvement and report to the Joint Committee on these developments

8.0 Financial Implications

8.1 There are no financial implications arising from this report

9.0 Equalities Impact

9.1 There are no new equalities impacts arising from this report

10.0 Personnel Implications

10.1 Two secondments, on present conditions, from January 2014 until August 2015, to lead on KS4 Mathematics across the region. These appointments concur with the requirements of the National Model for School Improvement.

11.0 Consultations

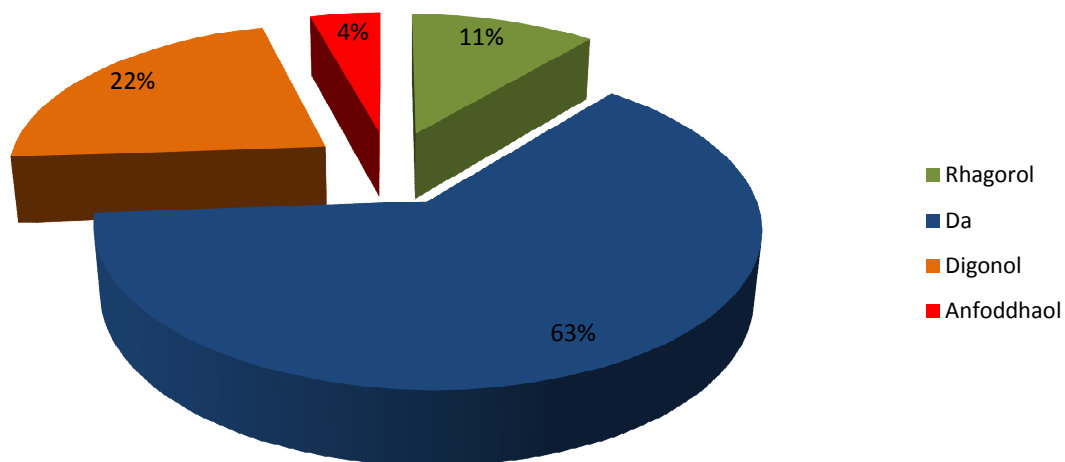
11.1 None directly as a result of this report

12.0 Appendices

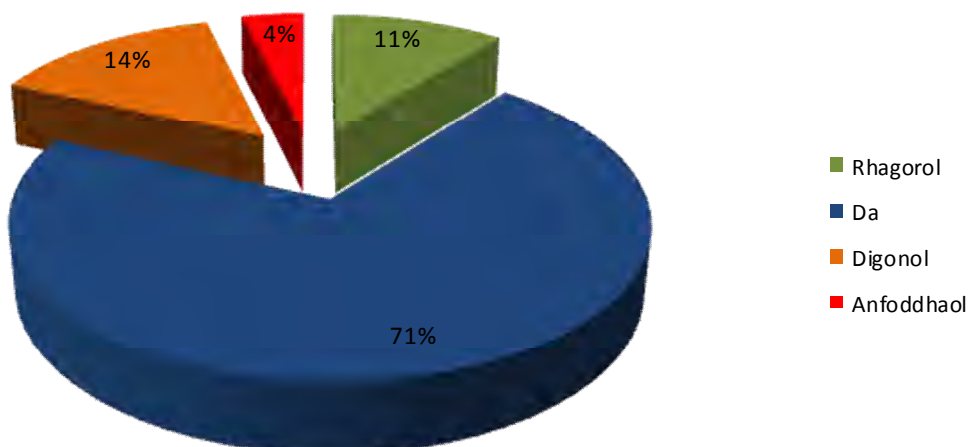
- Appendix 1.1: Primary Performance
- Appendix 1.2: Secondary Performance
- Appendix 2: GwE Support
- Appendix 3: National Reading and Numeracy tests
- Appendix 4: Pupil outcomes 2013

Appendix 1.1: Primary Performance

**Ymweliad 1 Hydref 2012 (Deilliannau) - Cynradd /
Visit 1 Autumn 2012 (Outcomes) - Primary**

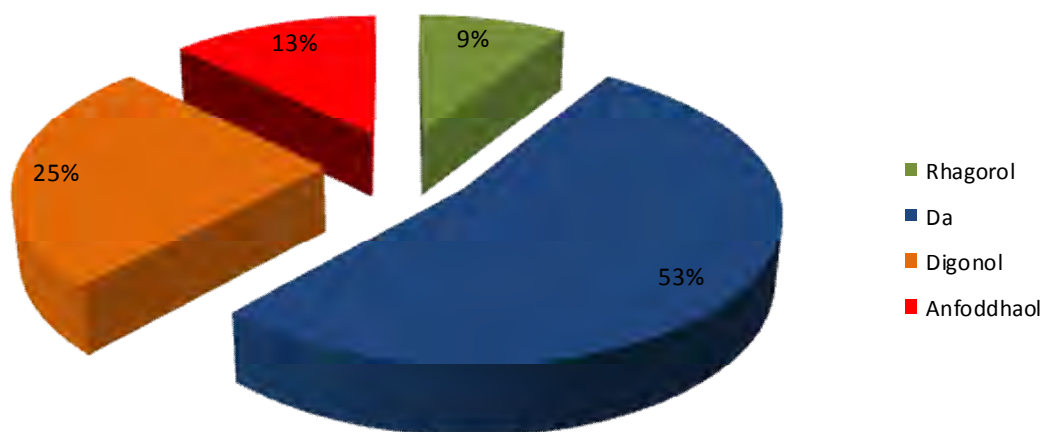


**Ymweliad 3 Haf 2013 (Y Gallu i Wella) - Cynradd /
Visit 3 Summer 2013 (Capacity to Improve) - Primary**

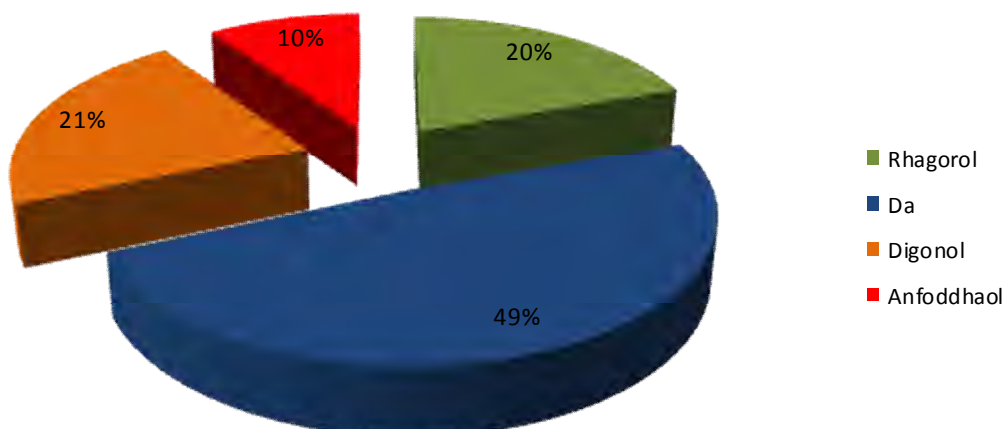


Appendix 1.2: Secondary Performance

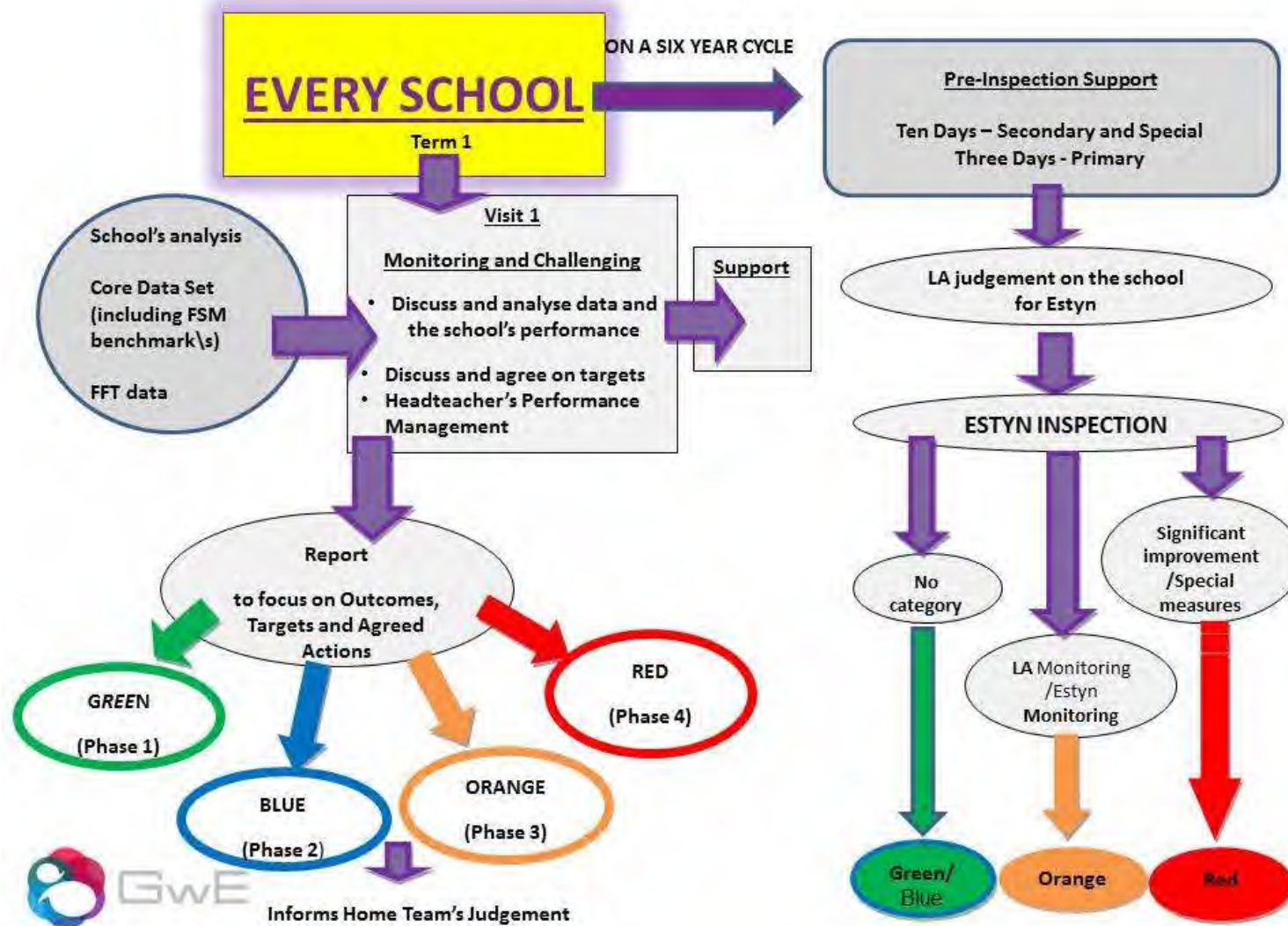
**Ymweliad 1 Hydref 2012 (Deilliannau) - Uwchradd /
Visit 1 Autumn 2012 (Outcomes) - Secondary**

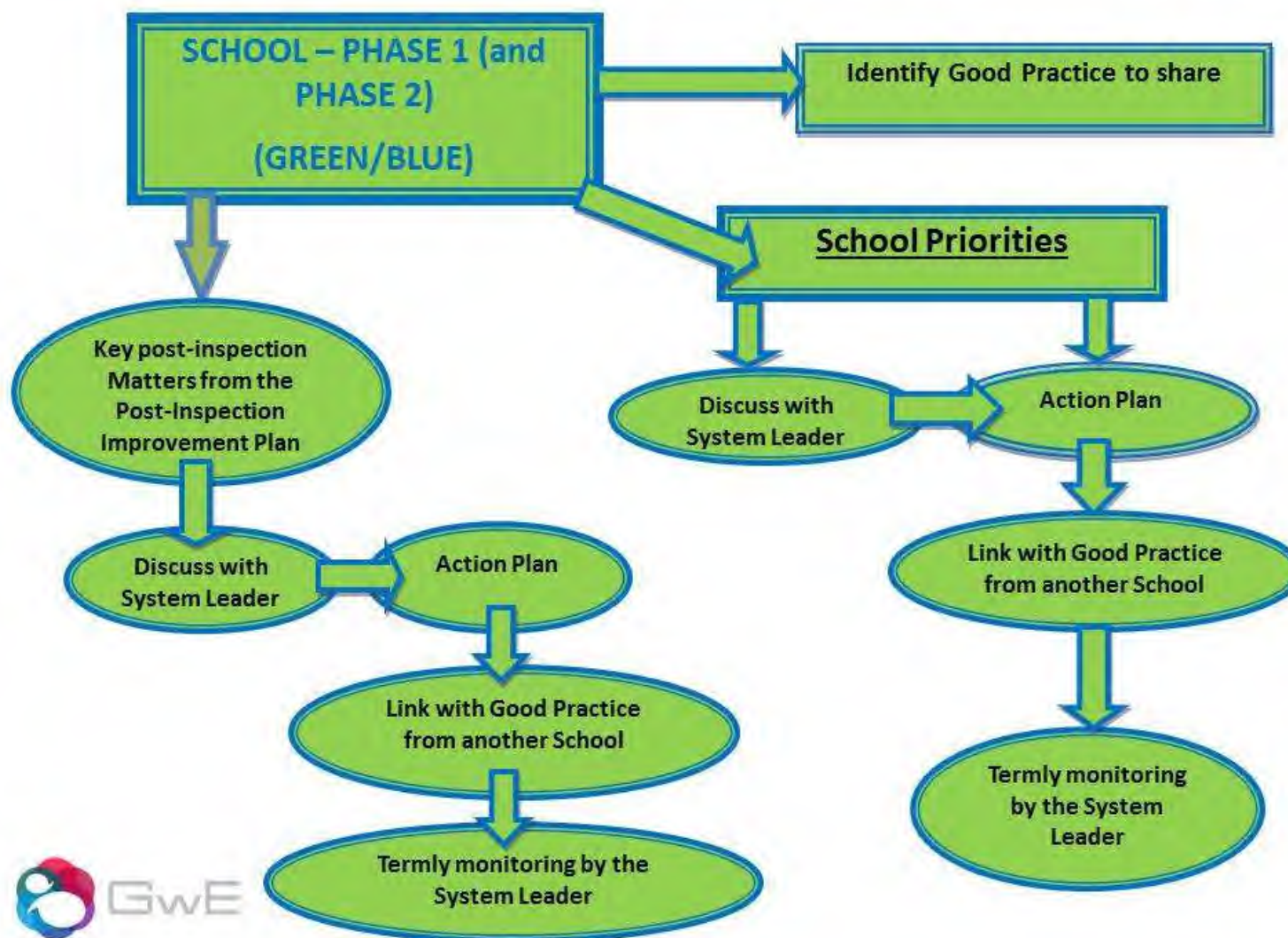


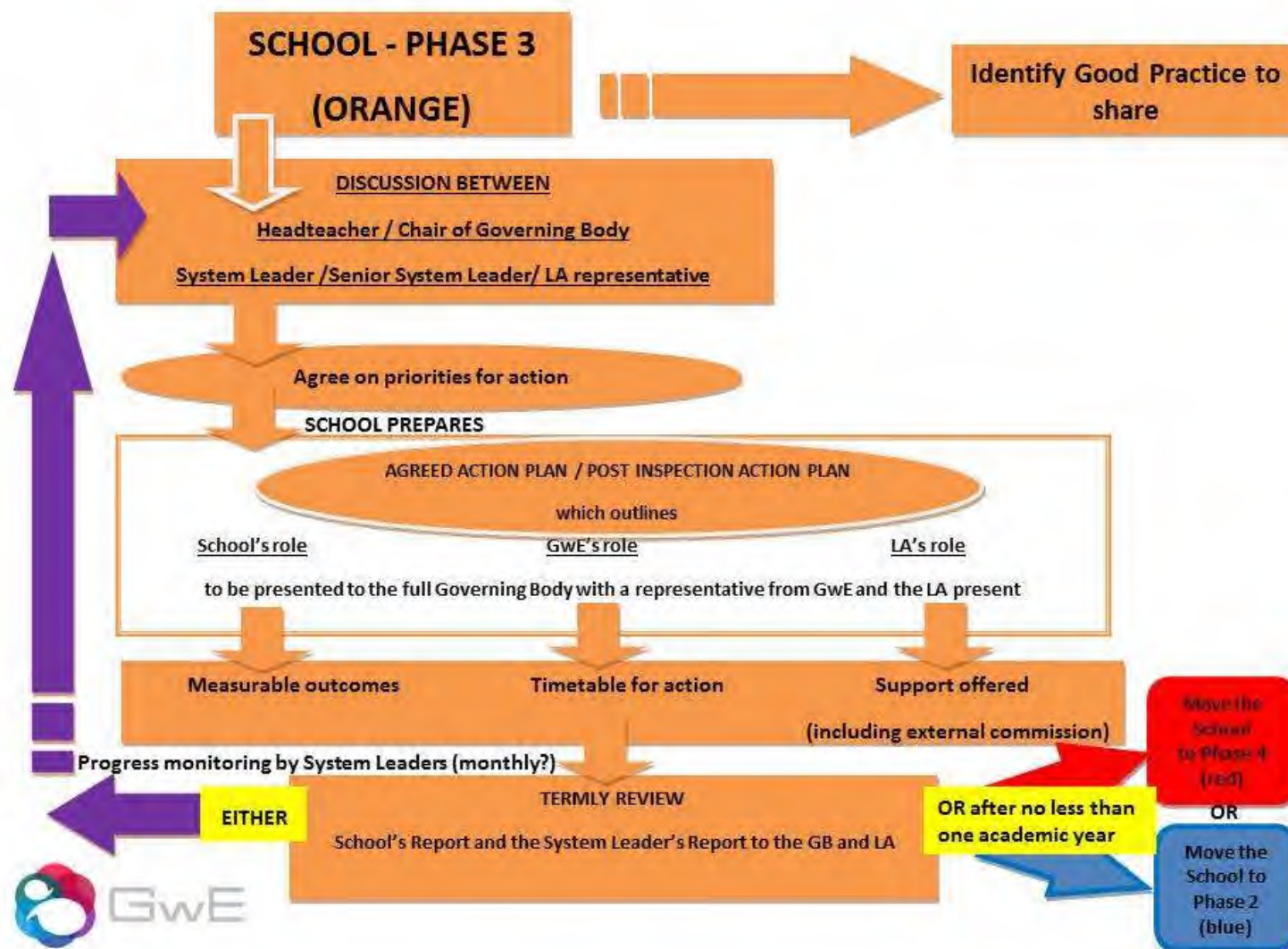
**Ymweliad 3 Haf 2013 (Y Gallu i Wella) - Uwchradd /
Visit 3 Summer 2013 (Capacity to Improve) - Secondary**

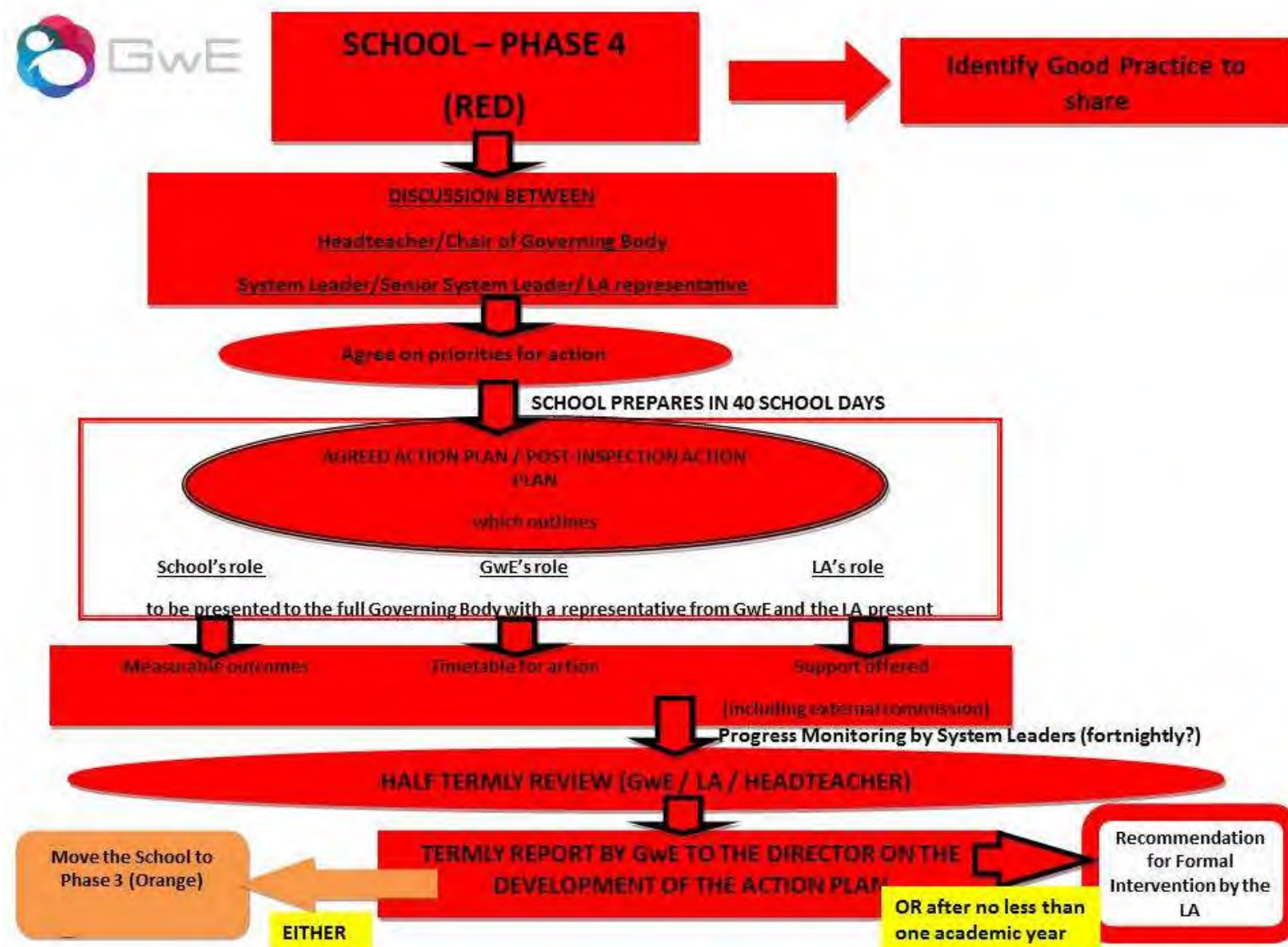


Appendix 2: GwE Support

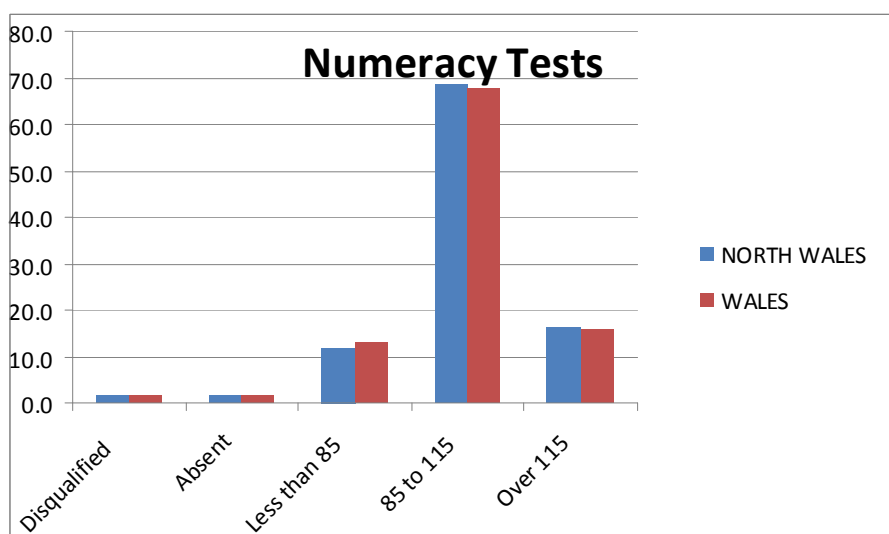
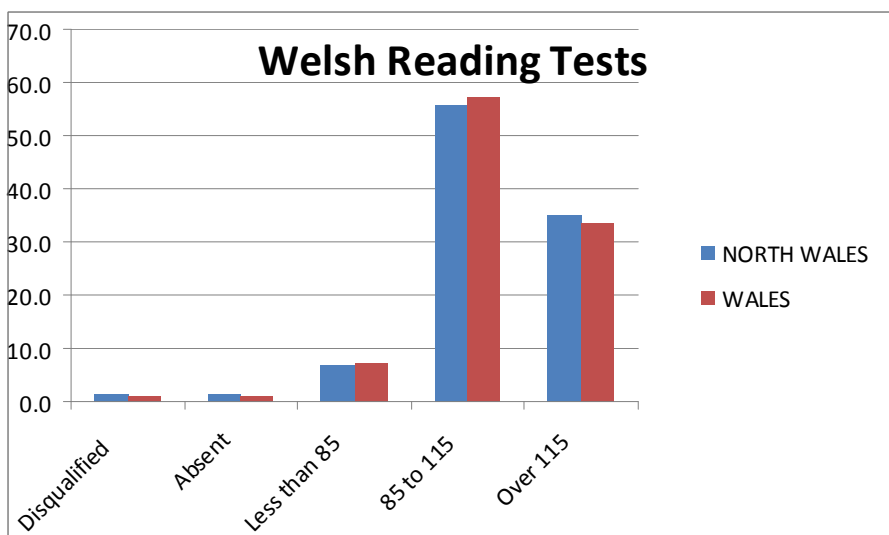
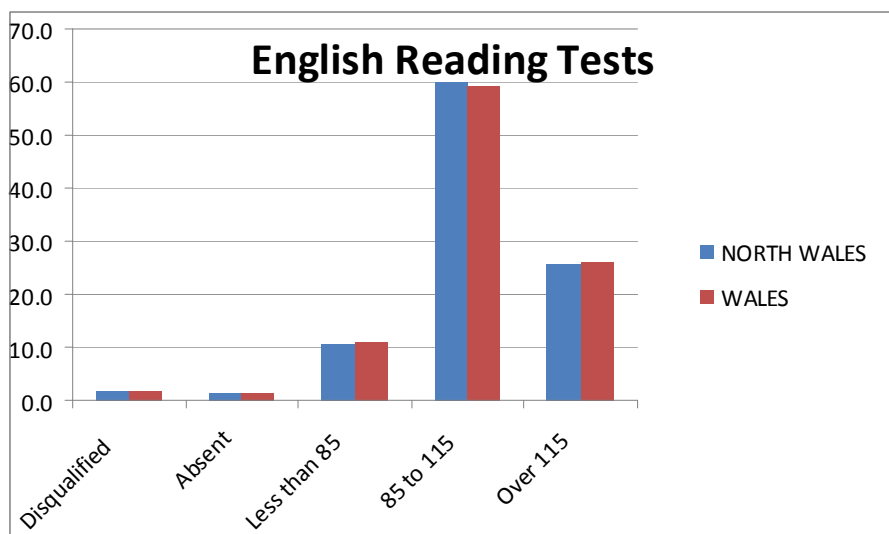




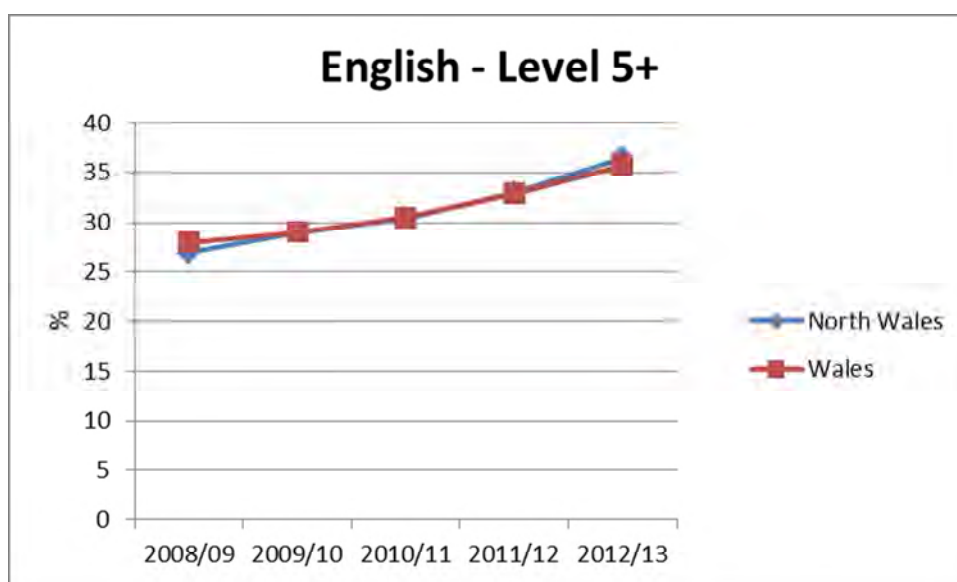
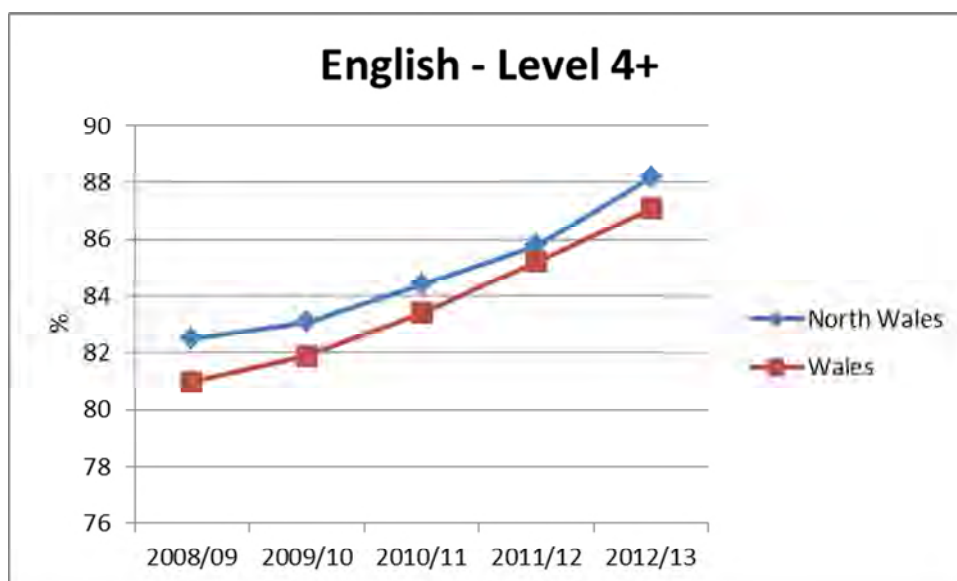




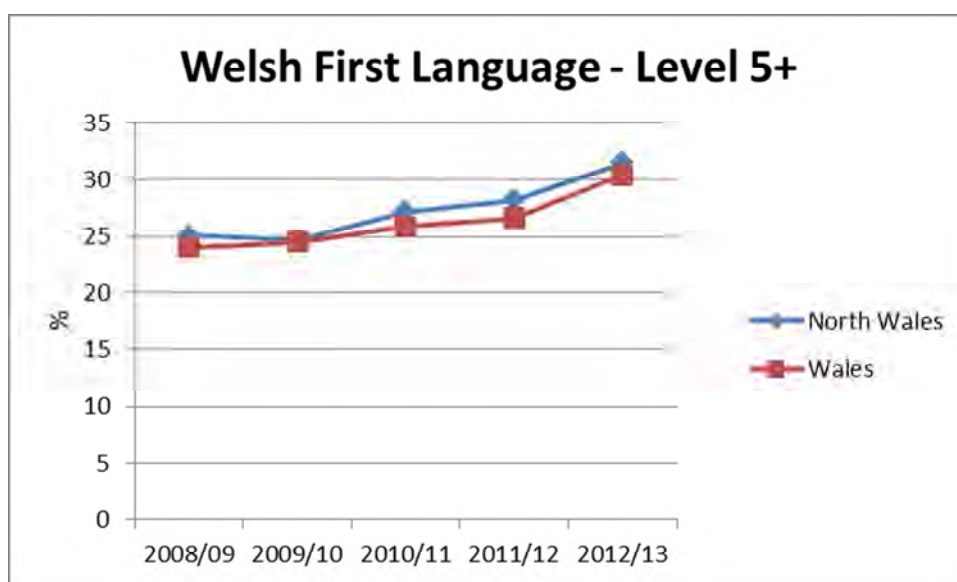
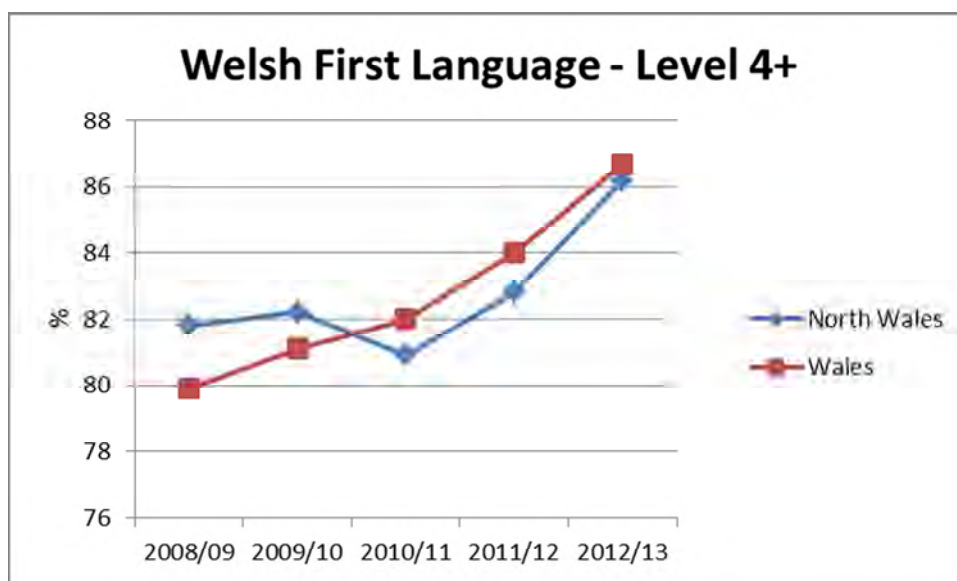
Appendix 3: National Literacy and Numeracy Tests (KS2 2013)



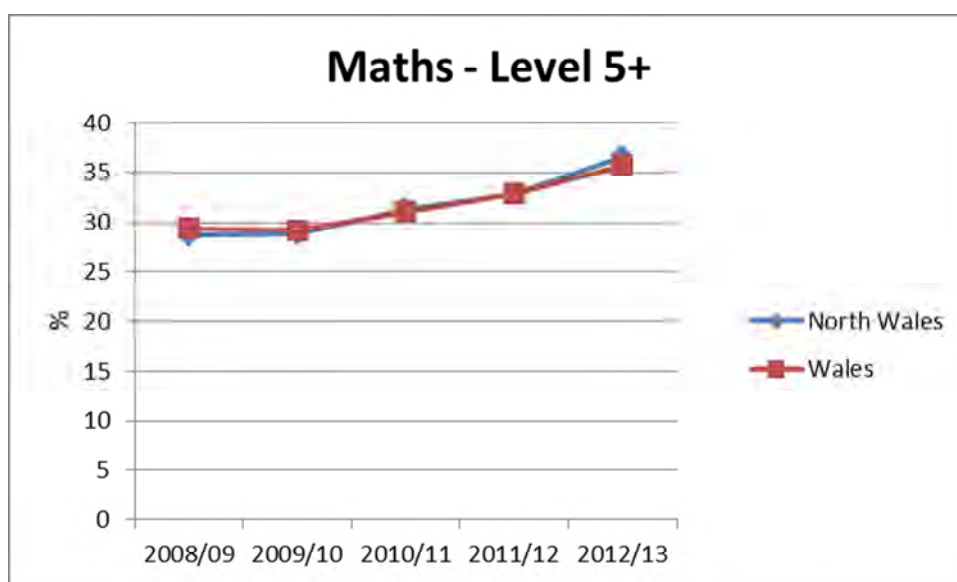
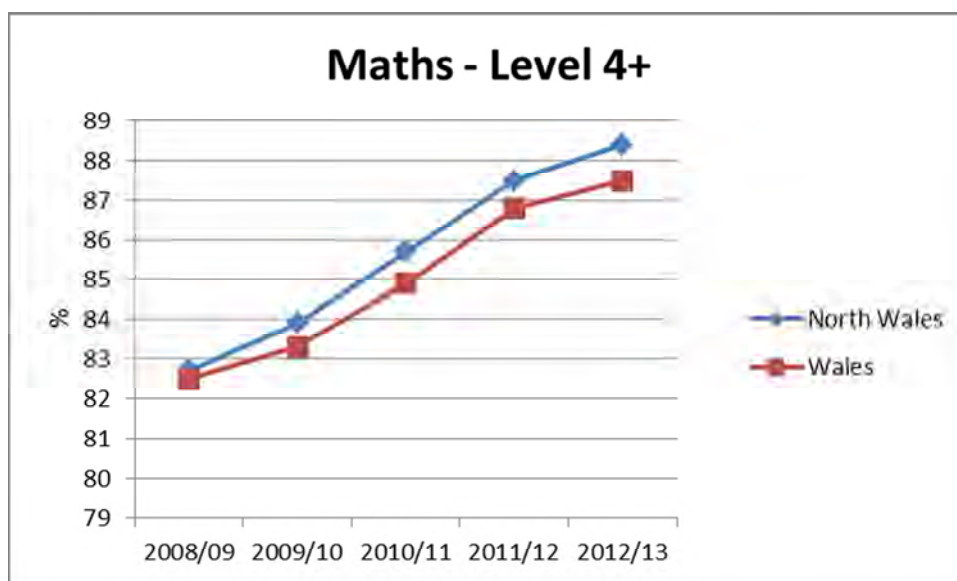
Appendix 4.1: English Results (KS2 2013)



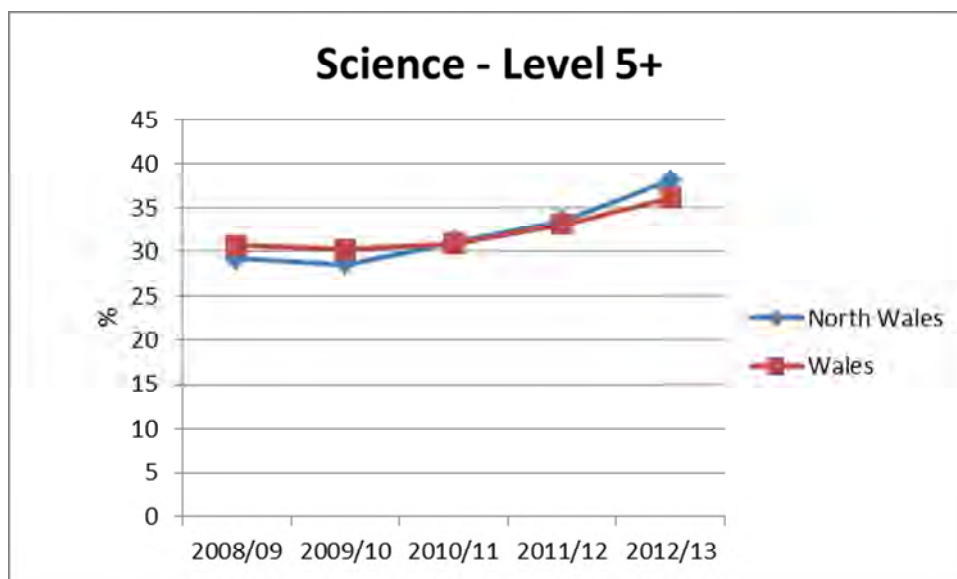
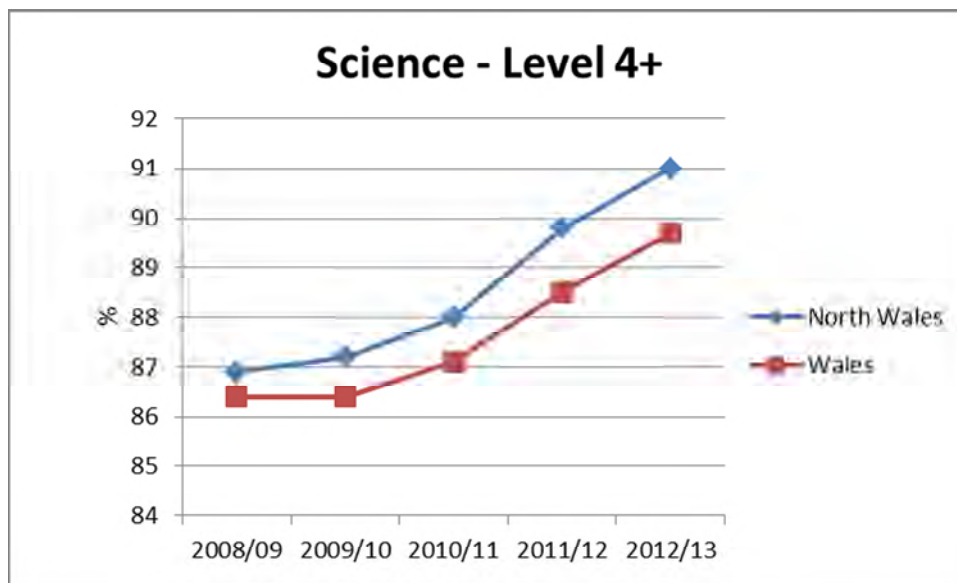
Appendix 4.2: Welsh (First Language) Results (KS2 2013)



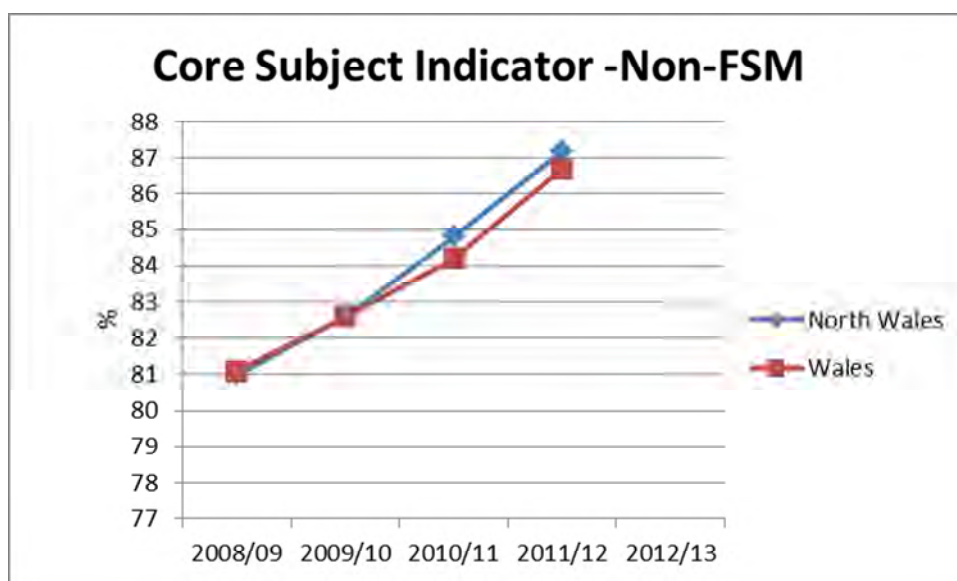
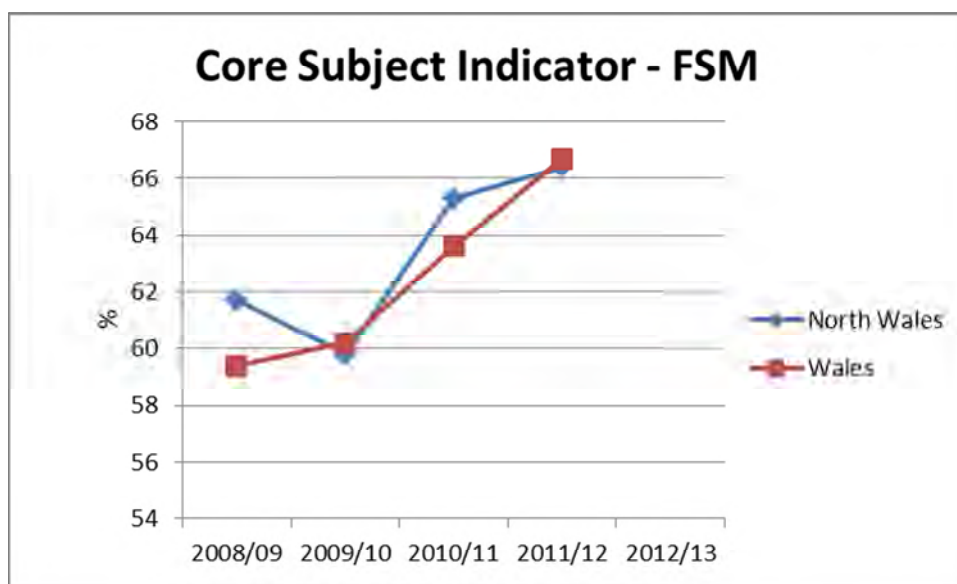
Appendix 4.3: Mathematics Results (KS2 2013)



Appendix 4.4: Science Results (KS2 2013)



Appendix 4.5: Free School Meals Pupils 2013





REPORT TO THE JOINT COMMITTEE

6 NOVEMBER 2013

Report by: GwE Chief Officer and Head of Finance, Gwynedd Council

Subject: GwE Budget 2013/14 - Financial Review

1.0 Purpose of the report

1.1 To inform Joint Committee members regarding the latest financial review of the GwE budget for 2013/14.

2.0 Introduction

2.1 As there has only been a short period of time since establishing the service, all expenditure trends are not clear

2.2 This report focuses on 'significant' financial variations that have emerged.

2.3 In 2013/14, an estimated net underspend of (£413,000) against the budget set as part of the Final Business Case to establish GwE.

2.4 Enclosed in Appendix 1 are details of the budget in accordance with the Full Business Case. Also enclosed is Appendix 2 which is a summary of the financial review.

3.0 Details of 'Significant' Financial Variations

3.1 Employee Costs (£380,000) underspend: The main reasons for the underspend are that officers' salary scales had been set lower than those included within the full business case, equivalent to a permanent underspend of £162,000. The remainder of the underspend is related to matters reported on previously, including recruiting problems which led to vacant posts at the start of the service on 1 April 2013. (Nevertheless, the support of Headteachers was received to undertake Visit 3 in some Counties to ensure that all the schools in the region received the service).

3.2 Employee Related Costs (£81,000) overspend: The Welsh Government is drawing up a national training programme for System Leaders. There will be a cost to the training; therefore there is a commitment to the budget, for this financial year only.

3.3 Costs Relating to Transport (£73,000) underspend: The vacant posts at the start of the service led to a further underspend on transport costs, for this financial year only.

3.4 Secondments-Income (£34,000) underspend: Staff who are on temporary secondment from GwE leads to further underspend on salaries in the form of external income.

4.0 Recommendation

4.1 The Joint Committee is requested to consider the use of the projected underspend.

Appendices

Appendix 1: GwE Budget - Full Business Case

Appendix 2: 2013/14 GwE Budget - Financial Review

APPENDIX 8

Cost of Tier 2 - RSEIS

Employee Costs		Chief Officer	Snr System Leader	System Leader (SL)	Translator	Admin	Business manager	Total
1 Number of posts		1	4	26	2	7	1	41
2 Employee Cost - Salary		86,000	60,609	56,000	29,470	22,094	42,890	297,063
3 Salary On-cost	0.417	35,862	25,274	23,352	12,289	9,213	17,885	123,875
4 Employee Cost		121,862	85,883	79,352	41,759	31,307	60,775	420,938
5 Total Employee Cost		121,862	343,532	2,063,152	83,518	219,150	60,775	2,891,989
Employee Related Costs	per employee	per SL	per premises	per service				
6 Training	100	300						13,100
7 Broadband Allowance		332						9,960
8 Medical	20							820
9 Insurance	20							820
10 Total Employee Related	140	632						24,700
Premises Related Costs	per employee	per SL	per premises	per service				
11 Number of Premises			1					
12 Repair & Maintenance			500	2,000				2,500
13 Rent			5,000	22,000				27,000
14 NNDR (Business Rates)			1,000	7,000				8,000
15 Utilities: Water			400	1,600				2,000
16 Utilities: Electricity/Gas			900	4,800				5,700
17 Building Cleaning			500	2,500				3,000
18 Window Cleaning			100	100				200
19 Waste Removal			100	200				300
20 Insurance			100	800				900
21 Total Premises costs	-	-	8,600	41,000				49,600
Transport Related Costs	per employee	per SL	per premises	per service				
22 Essential User Posts		1,239						37,170
23 Essential Mileage		3,700						111,000
24 Casual Mileage	1,000							41,000
25 Allowances for Board Members				1,200				1,200
26 Total Transport Costs	1,000	4,939	-	1,200				190,370
Supplies & Services	per employee	per SL	per premises	per service				
27 Office: Equipment & Furniture	50		500					2,550
28 Office: Printing & Photocopying	50		2,500					4,550
29 Office: Stationery	50							2,050
30 Comms: Postage	50							2,050
31 Comms: Phones	25							1,025
32 Comms: IT	500		7,000	13,500				41,000
33 Expenses: Professional Subscriptions		100						3,000
34 Expenses: Subsistence		50						1,500
35 Total Supplies & Services	725	150	10,000	13,500				57,725
Brokerage	per employee	per SL	per premises	per service				
36 Commissioning Budget used by SL				250,000				250,000
Total Commissioning Budget	-	-	-	250,000				250,000
Support Services Costs	per employee	per SL	per premises	per service				
37 Legal				5,000				5,000
38 HR	148			2,500				8,572
39 Finance	75			34,000				37,075
40 IT (see Supplies & Services)								-
41 Total Support Services Costs	223	-	-	41,500				50,647
	per employee	per SL	per premises	per service				
42 Total Annual Revenue Cost	2,088	5,721	18,600	347,200				3,515,031
43 Total cost of new Service								3,520,000

GwE

Atodiad 2 / Annex 2

Crynodeb Adolygiad Ariannol / Financial Review Summary

	Cyllideb / Budget	Gwariant y Rhagwelir / Anticipated Expenditure	Amrywiant / Variance
Costau Gweithwyr / Employee Costs	2,891,989	2,511,837	-380,152
Costau'n Gysylltiedig â Chyflogeion / Employee Related Costs	24,700	105,811	81,111
Costau'n Gysylltiedig â Eiddo / Premises Related Costs	49,600	35,564	-14,036
Costau'n Gysylltiedig â Chludiant / Transport Related Costs	190,370	116,890	-73,480
Cyflenwadau a Gwasanaethau / Supplies and Services	57,725	70,722	12,997
Broceru (Comisiynu) / Brokerage (Commissioning)	250,000	250,000	0
Costau Gwasanaethau Cefnogi / Support Services Costs	50,647	50,647	0
Cylldeb heb ei ddyrannu / Unallocated budget	4,969	0	-4,969
Incwm - Secondiadau / Secondments Income	0	-34,250	-34,250
Cyfanswm / Total	<u>3,520,000</u>	<u>3,107,221</u>	<u>-412,779</u>

**User Group Meeting**

14.30 Tuesday 4 June 2013

Technium Optic, St. Asaph

Present:

Authority	Primary
Flintshire	Jeremy Griffiths Ysgol Gwynedd
Conwy	Julia Buckley Jones Ysgol Glan Gele
Anglesey	Gareth Hughes Ysgol y Borth
Authority	Secondary
Flintshire	Bronwen Hughes Ysgol Maes Garmon
Denbighshire	Claire Armitstead Rhyl High School
Anglesey	Annwen Morgan Ysgol Uwchradd Bodedern
	Governors
Wrexham	Alison Fisher
	Other
North Wales Society of Special Schools	Jonathan Morgan Ysgol y Gogarth, Conwy
Consortium	John Davies Consortium Chair
	Anwen Williams Strategic Co-ordinator
GwE	Huw Foster Evans Chief Officer (01/09/13)
	Susan Owen Jones Business and Finance Manager
	Siwan Meirion Senior System Leader

Apologies:

Wrexham	Linda Houston Ysgol Madras
	Peter Agnew Darland High School

Denbighshire	Tim Redgrave Ysgol Esgob Morgan
Conwy	Paul Mathews-Jones Ysgol Dyffryn Conwy
Gwynedd	Garem Jackson Ysgol Cwm y Glo Alwen Watkin Ysgol Eifionydd Rhian Roberts Governor
Flintshire	David Hytch Governor
GwE	Elwyn Davies Chief Officer (Interim)

1.0 Welcome

All were welcomed to the meeting.

Huw Foster Evans was welcomed to his first meeting of the group.

2.0 Minutes of last meeting and matters arising

2.1 The minutes of the last meeting were accepted as correct record subject to the following amendment:

- Item 2.1.6: AM noted that she noted a concern regarding the voting rights of members.

2.2 Matters arising

- All actions have been completed since the last meeting.
- A number of the items have been included on the agenda for this meeting; items that have not will be discussed at a future meeting.

3.0 Literacy & Numeracy Support

Siwan Meirion was welcomed to the meeting & provided an update.

The main points highlighted can be summarised as:

3.1 GwE have committed System Leaders to all be System Leaders in literacy & numeracy too & have provided specific training for GwE System Leaders. The training is not to make the System Leaders specialists in Literacy & Numeracy but to ensure consistency in the support provided across the region.

3.2 GwE have also committed to work in partnership with the National Support Programme with Siwan undertaking the role of Regional Coordinator.

3.3 Partners have now been appointed to the programme (more are to be appointed). Headteachers have been involved in the partners appointment process, e.g. Dyfan Phillips was involved in the Wrexham appointments day.

3.4 There is an opportunity for headteachers to be part of the support programme through the quality assurance process.

3.5 The National Support Programme draft handbook is due to be published on the internet during the afternoon.

Action: SM / SOJ to email draft of the handbook to User Group members on Wednesday 05/06/13, if it has not been published on the internet.

3.6 The support structure consists of:

- National Coordinator – Richard Roberts
- 4 Regional Coordinators – Siwan Meirion has been seconded 2 days per week to the role.
- System Leaders
- Partners – 7 have been appointed to North Wales.
Gloria Davies & Dafydd Griffiths (previously Cynnal); Nerys Wyn Jones (Ysgol Porthmadog Deputy); Mennai Bough (headteacher in Denbighshire); Lesley Wilkinson (previous Darland Deputy); Lindsey Howard (Senior Teacher in Chester); Gary Kirkley (Independent Consultant);

Their role is to support schools at a strategic level. The first task will be to support headteachers to complete a progress map (audit), the template is included within the handbook. The map will be shared with your System Leaders & will identify areas for development and support, through the partner, GwE or the Associate Partners.

3.7 At a Consortium level, the 6 Education Directors have agreed that the funding previously used for Outstanding Teachers of Literacy and Numeracy will be used to second Assistant Partners who will work on the operational level.

3.8 On average, NSP Partners will provide 40 days support for each cluster, this will however depend on the size of the cluster & the profile of the school.

3.9 8-9 FTE Assistant Partner roles will be advertised during the next week & will be on a secondment basis from schools. Applicants will need to provide a minimum commitment of 2 days per week. This support will be targeted according to need.

3.10 SM noted that an update is provided in the weekly Dysg newsletter.

The main points raised in the subsequent discussion can be summarised as:

3.11 Members felt that there was a need to coordinate the SEG & PDG.

3.12 The SEG guidance noted that there is a need for schools to identify a budget to release some teachers to undertake planning work etc.

Members felt that there was a need for headteachers to be aware of this. SM noted that she had provided a handout for Flintshire in response to a request for information.

Action: SM & AW to prepare information within a week for the Directors to circulate via their Home Team Officers.

3.13 CA requested a 1 page summary / update on the NSP.

Action: SM / SOJ to forward summary paper to members of the User Group.

3.14 BH requested clarification as to when schools not part of the June cluster will be informed of the timescale of the next cluster. It was reported that it is the local authorities that have been involved with the cluster membership & timescales.

3.15 Concerns were raised that there is a difference in understanding across the regions. SM reported that the consensus is that we are ahead in terms of developments & note that 1 regional coordinator is still to be appointed.

3.16 AM asked how confident were GwE at appointing sufficient Assistant Partners. SM is quite confident & noted the need to ensure a balance between primary & secondary specialists & bilingualism; additionally, looking for people with experience of working outside of their own sector, e.g. involved in transition work.

3.0 Support to Schools – update on progress

As reported earlier, ED has forwarded his apologies to the meeting. It was agreed to postpone this item until the next meeting.

4.0 Nomination to the National Support Programme Advisory Group

4.1 The group agreed that a process for nominations from the User Group needs to be formalised.

Action: AW to develop process.

4.2 SM explained that there was a need to nominate 3 representatives from the region to become members of the National Support Programme Advisory Group. The 3 representatives need to be made up of a headteacher, a teacher & an assistant. The first meeting is taking place on the 25th of June.

4.3 The group agreed to nominate 3 representatives to attend the first meeting with the view to check the representation from the other regions to ensure an equal balance of representation for discussion & agreement at the all Wales ADEW group.

It was agreed to nominate the below to attend the first meeting:

- Headteacher – Huw Foster Evans
- Teacher – a Primary teacher from Rhyl
- Assistant – to be nominated from Gwynedd

4.4 Actions:

4.4.1 JD to discuss representation at the all Wales ADEW group.

4.4.2 CA to email the primary representatives in Rhyl for a representative to attend the first meeting.

4.4.3 AW to make enquiries regarding an Assistant from Gwynedd.

4.4.4 SM to inform Richard Goss of the nominations.

4.4.5 SM to provide a summary of the programme & group to the attendees.

4.4.6 SM to inform Richard Roberts that the group feel there is a need for a clear strategic direction & that the representatives will be raising this at the meeting on the 25th of June.

5.0 Nomination to the System Leader Appointments Panel

It was reported that interviews will take place on 13/06/13 for the System Leader positions in Wrexham / Flintshire & 24/06/13 for the System Leader positions in Gwynedd / Mon & Conwy / Denbighshire.

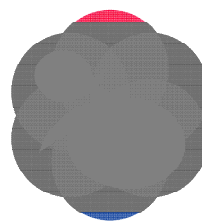
The group agreed that Bronwen Hughes attend the interviews on 13/06/13 & Alwen Watkin attends on 24/06/13.

Action: SOJ to confirm details with BH & contact AW regarding the 24/06/13.

5.0 Any Other Business

The group thanked Elwyn Davies for his work in establishing GwE & wished him well in the future.

6.0 Date of Next Meeting: 10 September 2013



Marc Berw Hughes

Cychwynnodd ei yrfa fel athro yn Ysgol y Garnedd, Bangor yn 1993 cyn symud ymlaen yn fuan wedyn i ddysgu yn Ysgol San Siôr, Llandudno. Ym 1996, fe'i penodwyd yn Ddirprwy Bennaeth Ysgol Capelulo, Penmaenmawr, lle y bu'n dysgu am flwyddyn a hanner. Penodwyd ef yn Bennaeth Ysgol Bodafon, Llandudno ac ar ôl chwe blynedd symudodd i lawr y lôn i fod yn Bennaeth Ysgol Craig y Don. Ychydig dros flwyddyn yn ôl, cafodd secondiad gydag ALI Conwy fel Swyddog Gwella Ysgolion Cynradd gyda chyfrifoldeb ychwanegol am ANGs, CPCP a lledaenu arfer dda o fewn y Sir.

Marc started his career as a primary teacher in Ysgol y Garnedd, Bangor in 1993 before moving shortly afterwards to Ysgol San Siôr, Llandudno. In 1996, he was appointed as Deputy Headteacher in Ysgol Capelulo, Penmaenmawr, where he taught for a year and a half. He was appointed Headteacher in Ysgol Bodafon, Llandudno, and after six years he moved a few miles down the road to become Headteacher of Ysgol Craig y Don. Just over a year ago he was seconded to the Conwy LA as a Primary School Improvement Officer with additional responsibility for NQTs, NPQH and disseminating good practice within the County.

Elfyn Vaughan Jones

Cychwynnodd ei yrfa fel athro Cymraeg yng Nghaergybi, cyn symud ymlaen yn fuan wedyn i Ysgol Ardudwy, Harlech. Ym 1997, fe'i penodwyd yn Ddirprwy Bennaeth yn yr ysgol cyn cael cyfnod ar secondiad gyda Cynnal i arwain agenda 14-19. Y flwyddyn ganlynol, fe'i penodwyd i swydd llawn amser yn Cynnal gan symud ymlaen i rôl Uwch Ymgynghorydd Uwchradd yn 2010 lle y bu'n gweithio'n bennaf yn cefnogi agweddau ar uwch arweinyddiaeth a rheolaeth.

Elfyn started his career as a teacher of Welsh in Holyhead, before moving shortly afterwards to Ysgol Ardudwy, Harlech. In 1997 he was appointed to the post of Deputy Headteacher before joining Cynnal to lead the 14-19 agenda. The following year, he was appointed to a full-time position in Cynnal where he progressed to the role of Senior Secondary Adviser where he worked primarily on supporting aspects of senior leadership and management

Siwan Meirion

Cychwynnodd ei gyrfa fel athrawes ysgol gynradd ar Ynys Môn, cyn mynd ymlaen i weithio fel Athrawes Ymgynghorol Llythrennedd yn Wrecsam. Ers 2007, mae wedi bod yn cydlynu strategaeth Sgiliau Sylfaenol yr Awdurdod Lleol gan weithio gydag ysgolion cynradd, uwchradd, oedolion a'r sector gwirfoddol. Ers mis Medi 2010, mae wedi bod yn gweithio fel Swyddog Gwella Ysgolion ar gyfer clwstwr o ysgolion cynradd yn Wrecsam.

Siwan started her career as a primary school teacher on Anglesey, before moving to work as a Literacy Advisory Teacher in Wrexham. Since 2007 she has been co-ordinating the Local Authority Basic Skills strategy working with primary and secondary schools, adults and the voluntary sector. Since September 2010, Siwan has been School Improvement Officer for a cluster of primary schools in Wrexham.