

Complete Agenda



Tuag at Ragoriaeth
Towards Excellence



Meeting

GWE JOINT COMMITTEE

Date and Time

10.30 am, FRIDAY, 22ND SEPTEMBER, 2017

Location

GwE Offices, Bryn Eirias, Abergele Road, Colwyn Bay, LL29 8BF

Contact Point

Sioned Williams

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(DISTRIBUTED: 19/09/2017)

GWE JOINT COMMITTEE

MEMBERSHIP OF THE JOINT COMMITTEE

Voting Members

Councillors

Councillor Meirion Jones	Isle of Anglesey County Council
Councillor Garffild Lewis	Conwy County Borough Council
Councillor Huw Hilditch-Roberts	Denbighshire County Council
Councillor Ian Roberts	Flintshire County Council
Councillor Phil Wynn	Wrexham County Borough Council
Gareth Thomas	Gwynedd Council

Co-opted Non-voting Members

Rita Price	Wrexham Diocese
Diane Chisholm	Primary Schools Representative
Mair Herbet	Secondary Schools Representative
Jonathan Morgan	Special Schools Representative
Alison Fisher	Governor Representative

Non-voting Officers

Delyth Molyneux	Isle of Anglesey County Council
Dr Lowri Brown	Conwy County Borough Council
Claire Homard	Flintshire County Council
Karen Evans	Denbighshire County Council
Garem Jackson	Gwynedd Council
Ian Roberts	Wrexham County Borough Council

Officers in Attendance

Arwyn Thomas	Managing Director - GwE
Iwan G. Evans	Host Authority
Dafydd L. Edwards	Host Authority
Susan Owen Jones	GwE Business Manager
Dr Gwynne Jones	Isle of Anglesey County Council
Rhys Howard Hughes	GwE Assistant Director
Steve Vincent	Welsh Government
Alwyn Jones	GwE Assistant Director

A G E N D A

1. APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL INTEREST

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 PREVIOUS MEETING 5 - 9

(copy enclosed)

5. FINAL ACCOUNTS FOR THE YEAR ENDING 31 MARCH 2017 10 - 67

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GwE JOINT COMMITTEE
20.07.2017

Present:

Councillors: Gareth Thomas (Gwynedd Council), Phil Wynn (Wrexham County Borough Council), Meirion Jones (Anglesey County Council), Huw Hilditch-Roberts (Denbighshire Council), Ian Roberts (Flintshire).

Co-opted Non-voting Members: Jonathan Morgan (Special Schools' Representative).

Non-voting Officers: Claire Homard (Flintshire Council), Ian Roberts (Wrexham County Borough Council), Garem Jackson (Gwynedd Council), Iona Evans (Conwy County Borough Council), Julian Molloy (Denbighshire).

Also present: Arwyn Thomas (Managing Director, GwE), Dr Alwyn Jones (Assistant Director, GwE), Rhys Howard Hughes (Assistant Director, GwE), Susan Owen Jones (Business and Finance Manager, GwE), Iwan Evans (Host Authority's Legal Service Manager) – Gwynedd Council), Dafydd L Edwards (Gwynedd Council), Einir Davies (Host Authority's Members Support Officer – Gwynedd Council), Sioned Williams (Host Authority's Members Support Officer – Gwynedd Council).

1. ELECTING A CHAIRPERSON

Meirion Jones motioned Councillor Gareth Thomas as Chairperson, which was seconded by Huw Hilditch-Roberts.

2. ELECTING A VICE- CHAIRPERSON

Huw Hilditch-Roberts motioned, and Meirion Jones seconded, Councillor Phil Wynn as Vice-Chair.

3. APOLOGIES

Coun. Gareth Jones (Conwy County Borough Council), Mrs K Evans (Denbighshire Council), Alison Fisher (Governors' Representative), Dr Gwynne Jones (Anglesey County Council), Rita Price (Wrexham Diocese), Diane Chrisolm (Primary Schools' Representative), Mair Herbert (Secondary Schools' Representative), Martyn Gray (Welsh Government), Delyth Molyneux (Anglesey Council), Councillor Garffild Lewis (Conwy Council)

4. DECLARATION OF PERSONAL INTEREST

No declaration of personal interest was received by any member present.

5. URGENT MATTERS

There were no urgent matters.

6. MINUTES OF PREVIOUS MEETING

The minutes of this committee held on 8 March, 2017 were accepted as being a true record.

7. ANNUAL REPORT

The report was presented by Arwyn Thomas who noted that the content had not changed since being discussed in March 2017. AT guided the Sub-group through the report, noting the following:

- The report had been updated since the draft report presented in March.
- The report identifies areas in which performance needs to be improved, and which will be prioritised in GwE's Business Plan - this plan will form the detail of the local authorities' specific plans.
- There is a need to focus on the next steps, including restructuring the service, focusing on key stage 4, and streamlining the governance model.
- Members will need to embed GwE's rules and team ethos in schools to ensure that everybody is supporting the same service, at a school, authority and regional level.
- Local authorities will need to look at their individual issues, and work in partnership with GwE on a regional scale to resolve these.

Councillor Ian Roberts noted that Flintshire's Interim Director was unhappy with the authority's performance and that they need to take urgent action to improve this. There were concerns regarding underspend when Flintshire's performance is deteriorating. He suggested that this money should be spent to improve the performance of underperforming schools.

Dafydd Edwards noted that the underspend was misleading. He explained that the Challenge Advisers, against which there had been an underspend in the local authorities, had been going about their usual business, and that the Government grants relating to work outside of their usual remit had been late arriving. Arwyn Thomas noted that GwE works in partnership with the authorities and schools to raise standards.

RESOLVED: Huw Hilditch-Roberts motioned, and Meirion Jones seconded, to accept and approve the Annual Report.

8. RISK REGISTER

Arwyn Thomas presented the Risk Register. Arwyn Thomas guided the Sub-group through the report, noting the following:

- The list, which includes risks across the region, will be discussed again in light of the summer results for September, and some issues are likely to be removed from the register.

RESOLVED: Phil Wynn motioned, and Meirion Jones seconded, to accept and approve the Risk Register as it stands.

Add the Risk Register to the agenda in September in order for the Sub-group to air its contents.

9. PROGRESS AGAINST ESTYN RECOMMENDATIONS

AT presented the report and noted the following:

Good progress is being made against the recommendations of the report, however; this will need to be re-evaluated as regards the impact made in light of the summer results.

A brief report was had from Alwyn Jones, where KS4 was discussed following the new specifications in Welsh, Mathematics and English. Alwyn Jones noted the importance of comparing results with other Authorities' figures, and not with the results of previous years. It was agreed that a baseline needs to be established in summer 2017.

Meirion Jones noted the difficulty of the Authority not being informed of the results until the actual morning of the results. Arwyn Thomas confirmed that the issue had been raised with Qualifications Wales, and that there should be mutual trust with regard to confidentiality issues, however Qualifications Wales were adamant.

Arwyn Thomas confirmed the timetable for ESTYN's visit as being the week commencing 16 October 2017, and he asked members of the Joint-Committee to try and ensure their availability for a discussion with Estyn Officers. Arwyn Thomas wondered whether members would be interested in a workshop prior to the meeting to discuss the report.

Huw Hilditch-Roberts noted that the situation of secondments from schools to GwE was quite agonising. He noted the need for a protocol for releasing Head teachers, which would ease the tension somewhat in terms of the needs of GwE/the individual/the school and Authority.

RESOLVED: Huw Hilditch-Roberts motioned, and Phil Wynn seconded, to accept and approve the report.
It was agreed that a workshop be conducted for members in September.

10. GwE's 3 YEAR OBJECTIVES

Arwyn Thomas gave an update on GwE's objectives and GwE's desired position in 2020. The following were noted:

- GwE's Business Plan 2017-18 has fixed targets for standards of teaching and learning.
- The Plan will be formally presented to the Joint-Committee in September.

AT was eager for members to discuss the Plan with heads in their local authorities. Any feedback would be welcomed and comments/suggestions will be used to inform the Plan.

RESOLVED: The sub-group to amend the Plan in September by incorporating the local authorities' plans and prioritising objectives.

11. GwE's ORGANISATION

Arwyn Thomas presented the report. The report was motioned by Phil Wynn, and seconded by Meirion Jones, and accepted by the Joint-Committee.

12. ACCOUNTS 2016-17

Dafydd Edwards presented the report and confirmed that the Statement of Accounts element was a statutory element by law. Dafydd Edwards highlighted:

- Challenge Advisers' underspend at £300,000
- Brokerage £139,000

Phil Wynn questioned whether the reserves could be spent on anything. It was confirmed that the main reserves are available, apart from the reserves for IT and pension purposes. Arwyn Thomas noted that he needed a further discussion on the use of reserves.

RESOLVED: Meirion Jones motioned, and Phil Wynn seconded, to accept and approve the report.

13. GOVERNANCE STATEMENT 2016-17

Arwyn Thomas suggested that a Governance Statement, concerning the propriety of behaviour and propriety of governance, be discussed at the next meeting.

RESOLVED: Meirion Jones motioned, and Phil Wynn seconded, the statement which was then approved by the Joint-Committee.

14. EDUCATION IMPROVEMENT GRANT OUTCOMES FRAMEWORK

Arwyn Thomas presented the report and noted the following:

- As a Consortium, we require a further discussion with the Welsh Government regarding the budget programme over the next 2-3 years, with a request for more flexibility in the grant conditions to accommodate local needs.
- A similar budget model is needed across the four regions with grants focused on supporting teachers and improving children's performance.

RESOLVED: Meirion Jones motioned, and Phil Wynn seconded, to accept the report which was then approved by the Joint-Committee.

15. MEETING DATES 2017-18

Arwyn Thomas noted that Susan Owen Jones had assigned specific dates for the Joint Committee's meetings.

Arwyn Thomas reminded the Joint-Committee that members' attendance at these meetings is crucial in order to ensure that they are given the opportunity to steer the discussion.

Iwan Evans noted the need to maintain a quorum of a minimum of three members to vote.

The Chairperson noted that collaboration is fundamental to the Joint-Committee and that he was willing for additional meetings to be held if members wanted to discuss issues further.

It was resolved that the Joint-Committee, in future, would formally start at 10:30am, and informally at 9.30 or 10.00 to enable members to conduct an informal pre-meeting.

16. Any Other Matters

Committee's scrutiny arrangements: the regional scrutiny agreement is currently being confirmed. It was resolved that a report on the scrutiny procedure would be put on the agenda of the Joint-Committee's next meeting.

The meeting started at 11:00am and concluded at 12:45.

Agenda Item 5

MEETING	GwE Joint Committee
DATE	22 September 2017
TITLE	The Joint Committee's Final Accounts for the year ended 31 March 2017 and relevant Audit
PURPOSE	To submit – <ul style="list-style-type: none">• The Statement of Accounts post-Audit;• The Wales Audit Office's report;• Letter of Representation.
RECOMMENDATION	To receive, note and approve the information before authorising the Chairman to certify the letter.
AUTHOR	Dafydd L Edwards, Head of Finance, Gwynedd Council

1. FINANCIAL REPORTING REQUIREMENTS

Members will recall that it was reported as follows to the 20 July 2017 meeting of GwE's Joint Committee:

- 1.1 There are specific accounting and audit reporting requirements for Joint Committees.
- 1.2 Section 12 of the Public Audit (Wales) Act 2004 states that a joint committee of two or more (local) authorities is a local government body, and Section 13 of the Act requires such bodies to maintain accounts subject to audit by an external auditor approved by the Auditor General for Wales.
- 1.3 Although they are not independent legal entities, for the purposes of keeping accounts and being audited, a joint committee is separately subject to the same regulations as other local councils.
- 1.4 Gwynedd Council is the host Council responsible for meeting the accounting and financial reporting responsibilities of GwE's Joint Committee.
- 1.5 The Accounts and Audit (Wales) Regulations 2014 require all Joint Committees to prepare year-end accounts. Where the turnover exceeds £2.5million, a statement of accounts must be prepared in accordance with the CIPFA code for the Joint Committee.
- 1.6 GwE's Statement of Accounts were subject to an audit by Deloitte, external auditors appointed by the Auditor General for Wales.

2. ACCOUNTS FOR 2016/17

The Revenue Income and Expenditure Account for 2016/17 was submitted to the 20 July 2017 meeting of GwE's Joint Committee in "outturn" format, together with the Statement of Accounts for 2016/17 (subject to audit) in standard statutory format.

3. AUDIT

It was noted at the time that these accounts would be subject to audit by Deloitte, and the 'ISA 260' report is presented here by the Auditor General for Wales detailing Deloitte's main findings. Paragraph 8 of the report states that "It is the Auditor General's intention to issue an unqualified audit report on the financial statement".

4. FINAL ACCOUNTS FOR 2016/17

The final version (post audit) of the Statement of Accounts for 2016/17 is also presented herewith. The amendments since the subject to audit version have been outlined in Appendix 3 to the Auditor General for Wales' 'ISA260' report.

5. RECOMMENDATION

GwE's Joint Committee is asked to receive, note and approve the information in the appendices, i.e. –

- 'ISA260' report by the Auditor General for Wales
- The Statement of Accounts for 2016/17 (post audit)

6. LETTER OF REPRESENTATION

The Chairman of the meeting, together with Gwynedd Council's Head of Finance (as Statutory Finance Officer for GwE), are asked to certify the Letter of Representation (Appendix 1 to the Auditor General for Wales' report) after the Joint Committee has considered the above.

7. AUDITOR GENERAL FOR WALES CERTIFICATE

After receiving the Letter of Representation duly certified by the Chairman and the Head of Finance, the Auditor General for Wales will issue the certificate on the accounts.

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer :

No comments from a propriety perspective.

Statutory Finance Officer :

Author of the report.



WALES AUDIT OFFICE
SWYDDFA ARCHWILIO CYMRU

Archwilydd Cyffredinol Cymru
Auditor General for Wales

Audit of Financial Statements Report – **GwE Joint Committee**

Audit year: 2016-17

Date issued: September 2017

Document reference: [the Publishing team assigns this]

This document has been prepared as part of work performed in accordance with statutory functions.

In the event of receiving a request for information to which this document may be relevant, attention is drawn to the Code of Practice issued under section 45 of the Freedom of Information Act 2000.

The section 45 code sets out the practice in the handling of requests that is expected of public authorities, including consultation with relevant third parties. In relation to this document, the Auditor General for Wales and the Wales Audit Office are relevant third parties. Any enquiries regarding disclosure or re-use of this document should be sent to the Wales Audit Office at

infoofficer@audit.wales.

We welcome correspondence and telephone calls in Welsh and English. Corresponding in Welsh will not lead to delay. Rydym yn croesawu gohebiaeth a galwadau ffôn yn Gymraeg a Saesneg. Ni fydd gohebu yn Gymraeg yn arwain at oedi.

The team who delivered the work comprised Ian Howse (Engagement Partner), Clare Edge (Engagement Manager) and Lauren Parsons (Team Leader)

Contents

The Auditor General intends to issue an unqualified audit report on your financial statements. There are some issues to report to you prior to their approval.

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Summary report

Introduction

- 1 The Auditor General is responsible for providing an opinion on whether the financial statements give a true and fair view of the financial position of GwE Joint Committee at 31 March 2017 and its income and expenditure for the year then ended.
- 2 We do not try to obtain absolute assurance that the financial statements are correctly stated, but adopt the concept of materiality. In planning and conducting the audit, we seek to identify material misstatements in your financial statements, namely, those that might result in a reader of the accounts being misled.
- 3 The quantitative level at which we judge such misstatements to be material for GwE Joint Committee is £310,000. Whether an item is judged to be material can also be affected by certain qualitative issues such as legal and regulatory requirements and political sensitivity.
- 4 International Standard on Auditing (ISA) 260 requires us to report certain matters arising from the audit of the financial statements to those charged with governance of a body in sufficient time to enable appropriate action.
- 5 This report sets out for consideration the matters arising from the audit of the financial statements of GwE Joint Committee, for 2016-17, that require reporting under ISA 260.

Status of the audit

- 6 We received the draft financial statements for the year ended 31 March 2017 on the statutory deadline of 30 June 2017, and have now substantially completed the audit work, however, at the date of our circulation of this report the following were outstanding:
 - a. Receipt of supporting documentation in relation to the Pioneer Network Contribution (£112k) to ensure appropriate year end classification;
 - b. Finalisation of Partner review;
 - c. Clearance of independent quality review process comments; and
 - d. Receipt of letter of representation.
- 7 We are reporting to you the more significant issues arising from the audit, which we believe you must consider prior to approval of the financial statements. The audit team has already discussed these issues with management.

Proposed audit report

- 8 **It is the Auditor General's intention to issue an unqualified audit report on the financial statements** once you have provided us with a Letter of Representation based on that set out in [Appendix 1](#).

9 The proposed audit report is set out in [Appendix 2](#).

Audit outcomes

Uncorrected misstatements

10 There are no misstatements identified in the financial statements, which remain uncorrected.

Corrected misstatements

11 There are no corrected misstatements which we consider should be drawn to your attention.

Disclosure deficiencies

12 We set out below the disclosure deficiencies we identified in the financial statements, which have been discussed with management but remain uncorrected, and request that these are corrected. If you decide not to correct these misstatements, we ask that you provide us with the reasons for non-correction.

- Related Parties

For one member of staff the 2016/17 declarations of interest return was not received, and hence the 2015/16 return was used to complete the note to the financial statements.

Significant Risks

13 In our Financial Audit Plan, we set out information regarding the significant audit risks that were identified during our planning process. The table below sets out the outcome of our audit procedures in respect of those risks. We have conducted our audit in line with the Financial Audit Plan.

Financial audit risk	Proposed audit response
Grant income and expenditure The Committee receives significant grant funding, most of which is distributed to local authorities and schools. There is a risk that the financial statements inappropriately include or exclude this grant funding as the Committee will need to make an assessment	<ul style="list-style-type: none">• My audit team understood the Committee's recognition policy for grant income and expenditure which included a review of whether the Committee was acting as principal or agent. We performed tests of detail to confirm whether recognition criteria have been met. No issues were identified.

Financial audit risk	Proposed audit response
of whether it is acting as an agent or principal body.	
Management override of controls The risk of management override of controls is present in all entities. Due to the unpredictable way in which such override could occur, it is viewed as a significant risk [ISA 240.31-33].	My audit team: <ul style="list-style-type: none"> • tested the appropriateness of journal entries and other adjustments made in preparing the financial statements using data analytics to analyse the whole journal population for characteristics of interest; • performed the design and implementation testing of controls over journal entries to the financial ledger; • reviewed accounting estimates for biases; and • evaluated the rationale for any significant transactions outside the normal course of business including those with related parties. No issues were identified.

Other significant issues arising from the audit

- 14 In the course of the audit, we consider a number of matters both qualitative and quantitative relating to the accounts and report any significant issues arising to you. There were **no issues** arising in these areas this year:
- **We have no concerns about the qualitative aspects of your accounting practices and financial reporting.** We found the information provided to be relevant, reliable, comparable, material and easy to understand. We concluded that accounting policies and estimates are appropriate and financial statement disclosures unbiased, fair and clear.
 - **We did not encounter any significant difficulties during the audit.**
 - **There were no significant matters discussed and corresponded upon with management which we need to report to you.**
 - **There are no other matters significant to the oversight of the financial reporting process that we need to report to you.**
 - **We did not identify any material weaknesses in your internal controls.**
 - **There are not any other matters specifically required by auditing standards to be communicated to those charged with governance.**

Recommendations arising from our 2016-17 financial audit work

- 15 The recommendations arising from our financial audit work are set out in [Appendix 3](#). Management has responded to them and we will follow up progress on them during next year's audit. Where any actions are outstanding, we will continue to monitor progress and report it to you in next year's report.

Independence and objectivity

- 16 As part of the finalisation process, we are required to provide you with representations concerning our independence.
- 17 We have complied with ethical standards and in our professional judgment, we are independent and our objectivity is not compromised. There are no relationships between the Wales Audit Office and GwE Joint Committee that we consider to bear on our objectivity and independence.

Appendix 1

Draft Letter of Representation

Auditor General for Wales
Wales Audit Office
24 Cathedral Road
Cardiff
CF11 9LJ

22 September 2017

Representations regarding the 2016-17 financial statements

This letter is provided in connection with your audit of the financial statements of GwE Joint Committee for the year ended 31 March 2017 the purpose of expressing an opinion on their truth and fairness and their proper preparation.

We confirm that to the best of our knowledge and belief, having made enquiries as we consider sufficient, we can make the following representations to you.

Management representations

Responsibilities

We have fulfilled our responsibilities for:

- The preparation of the financial statements in accordance with legislative requirements and the CIPFA Code of Practice on Local Authority Accounting; in particular the financial statements give a true and fair view in accordance therewith.
- The design, implementation, maintenance and review of internal control to prevent and detect fraud and error.

Information provided

We have provided you with:

- Full access to:
 - all information of which we are aware that is relevant to the preparation of the financial statements such as books of account and supporting documentation, minutes of meetings and other matters;
 - additional information that you have requested from us for the purpose of the audit; and

- unrestricted access to staff from whom you determined it necessary to obtain audit evidence.
- The results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
- Our knowledge of fraud or suspected fraud that we are aware of and that affects the GwE Joint Committee and involves:
 - management;
 - employees who have significant roles in internal control; or
 - others where the fraud could have a material effect on the financial statements.
- Our knowledge of any allegations of fraud, or suspected fraud, affecting the financial statements communicated by employees, former employees, regulators or others.
- Our knowledge of all known instances of non-compliance or suspected non-compliance with laws and regulations whose effects should be considered when preparing the financial statements.
- The identity of all related parties and all the related party relationships and transactions of which we are aware.

Financial statement representations

All transactions, assets and liabilities have been recorded in the accounting records and are reflected in the financial statements.

Significant assumptions used in making accounting estimates, including those measured at fair value, are reasonable.

Related party relationships and transactions have been appropriately accounted for and disclosed.

All events occurring subsequent to the reporting date which require adjustment or disclosure have been adjusted for or disclosed.

All known actual or possible litigation and claims whose effects should be considered when preparing the financial statements have been disclosed to the auditor and accounted for and disclosed in accordance with the applicable financial reporting framework.

The financial statements are free of material misstatements, including omissions. The effects of uncorrected misstatements identified during the audit are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

Representations by those charged with governance

We acknowledge that the representations made by management, above, have been discussed with us.

We acknowledge our responsibility for the preparation of true and fair financial statements in accordance with the applicable financial reporting framework. The financial statements were approved by GwE Joint Committee on 22 September 2017.

We confirm that we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that it has been communicated to you. We confirm that, as far as we are aware, there is no relevant audit information of which you are unaware.

Signed by:

Dafydd L Edwards
Head of Finance
Gwynedd Council

Date:

Signed by:

Councillor Gareth Thomas
Chairman
GwE Joint Committee

Date:

Appendix 2

Proposed audit report of the Auditor General to the GwE Joint Committee

Auditor General for Wales' report to the Members of the GwE Joint Committee

I have audited the accounting statements and related notes of GwE Joint Committee for the year ended 31 March 2017 under the Public Audit (Wales) Act 2004.

GwE Joint Committee's accounting statements comprise the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet, and the Cash Flow Statement.

The financial reporting framework that has been applied in their preparation is applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2016-17 based on International Financial Reporting Standards (IFRSs).

Respective responsibilities of the responsible financial officer and the Auditor General for Wales

As explained more fully in the Statement of Responsibilities for the Statement of Accounts the responsible financial officer is responsible for the preparation of the statement of accounts, which gives a true and fair view.

My responsibility is to audit the accounting statements and related notes in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require me to comply with the Financial Reporting Council's Ethical Standards for Auditors.

Scope of the audit of the accounting statements

An audit involves obtaining evidence about the amounts and disclosures in the accounting statements and related notes sufficient to give reasonable assurance that the accounting statements and related notes are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the GwE Joint Committee's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the responsible financial officer and the overall presentation of the accounting statements and related notes.

In addition, I read all the financial and non-financial information in the Narrative Report to identify material inconsistencies with the audited accounting statements and related notes and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

Opinion on the accounting statements of GwE Joint Committee

In my opinion the accounting statements and related notes:

- give a true and fair view of the financial position of GwE Joint Committee as at 31 March 2017 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2016-17.

Opinion on other matters

In my opinion, the information contained in the Narrative Report is consistent with the accounting statements and related notes.

Matters on which I report by exception

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- adequate accounting records have not been kept;
- the accounting statements are not in agreement with the accounting records and returns; or
- I have not received all the information and explanations I require for my audit;
- the Annual Governance Statement does not reflect compliance with guidance.

Certificate of completion of audit

I certify that I have completed the audit of the accounts of GwE Joint Committee in accordance with the requirements of the Public Audit (Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

For and on behalf of
Huw Vaughan Thomas
Auditor General for Wales
[Date]

Wales Audit Office
24 Cathedral Road
Cardiff
CF11 9LJ

Appendix 3

Recommendation arising from our 2016-17 financial audit work

We set out all the recommendations arising from our audit with management's response to them. We will follow up these next year and include any outstanding issues in next year's audit report:

Matter arising 1 – Timeliness of Raising Invoices	
Findings	A payment of £75k relating to 2015/16 is recorded as being due from Gwynedd Council to GwE however, we identified that as at 19 July 2017 no invoice had been raised by GWE. As this debt is now over a year old, we have raised a finding to ensure the timeliness of raising sales invoices in the future.
Priority	Low
Recommendation	It is recommended that management ensure invoices are raised in a timely manner as there is a risk that appropriate accounting entries may not be made within the correct financial year. Given that Gwynedd Council and GWE share the same bank account, it minimises the risk of debt not being collected, however, if this matter spanned more widely there is a risk that debt may not be collected in a timely manner which may give rise to cash flow issues.
Accepted in full by management	Yes
Management response	We will comply with the above recommendation in the future
Implementation date	Immediate

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24 Cathedral Road
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Website: www.audit.wales

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GwE Joint Committee
(Conwy, Denbighshire, Flintshire, Gwynedd,
Anglesey and Wrexham Councils)

STATEMENT OF
ACCOUNTS
2016/17

Finance Department
Gwynedd Council
www.gwynedd.llyw.cymru

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NARRATIVE REPORT

INTRODUCTION

The Regional School Effectiveness and Improvement Service (GwE) has been established in partnership between the six North Wales authorities, being Conwy County Borough Council, Denbighshire County Council, Flintshire County Council, Gwynedd Council, Isle of Anglesey County Council and Wrexham County Borough Council, to be accountable to the Councils and undertake the statutory function of the Councils in respect of school improvement and effectiveness. This includes the duty to monitor, challenge, provide support services for curriculum continued professional development and management of schools, and in addition provides services that can be commissioned by schools and local authorities.

Gwynedd Council has been appointed as host authority in implementing and maintaining the service, and the Joint Committee of all the partners oversees the management of the service.

The GwE Joint Committee accounts for the year 2016/17 are presented here on pages 6 to 32. The Statements of Accounts are prepared in accordance with CIPFA's *Code of Practice on Local Authority Accounting in the United Kingdom 2016/17*.

The Accounts consist of:-

- **Expenditure and Funding Analysis** – Whilst this is not a statutory statement, it shows how annual expenditure is used and funded by authorities in accordance with generally accepted accounting practices.
- **Comprehensive Income and Expenditure Statement** - This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices. The income and expenditure has been split between the six councils as follows for 2016/17 :

Conwy	15.40%
Denbighshire	15.18%
Flintshire	22.67%
Gwynedd	17.77%
Anglesey	10.12%
Wrexham	18.86%
Total	100%

- **Movement in Reserves Statement** – This statement shows the movement in year on the different reserves held by the Joint Committee, analysed into 'usable reserves' and 'unusable reserves'.
- **The Balance Sheet** - Sets out the financial position of the Joint Committee on 31 March 2017.
- **The Cash Flow Statement** - This statement summarises the flow of cash to and from the Joint Committee during 2016/17 for revenue and capital purposes.

These accounts are supported by this Narrative Report, the Accounting Policies and various notes to the accounts.

REVENUE EXPENDITURE IN 2016/17

- The Comprehensive Income and Expenditure Statement on page 7 shows that the Joint Committee's gross revenue expenditure on 'Cost of Services' level was £15,720k during 2016/17, with the net position as (£406k).

- The financial out-turn position for 2016/17 was reported to the Joint Committee at its meeting on 20 July 2017. Joint Committee Members' approval was sought to transfer the £378k underspend to an earmarked reserve.
- The Comprehensive Income and Expenditure Statement and the Movement in Reserves Statement on page 7 and 8 detail the analysis in movements for the year.

TABLE 1 - Budget and Actual Comparison Summary (Net)

Table 1 provides a budgetary performance comparison at a summary level, which is detailed further in Table 2.

	Budget £'000	Actual £'000	Variance £'000
Expenditure on Operations	16,570	15,848	(722)
Income			
Council Contributions for the core service:			
Conwy	(631)	(631)	0
Denbighshire	(622)	(622)	0
Flintshire	(929)	(929)	0
Gwynedd	(728)	(728)	0
Anglesey	(415)	(415)	0
Wrexham	(772)	(772)	0
Other Income	(12,473)	(12,129)	344
Net (Underspend)/Overspend	0	(378)	(378)

TABLE 2 –Transposition movement between 'Budget and Actual Comparison Summary (Net)' (Table 1) to the Income and Expenditure format

	Performance Report (Out-turn) £'000	*Transposition Adjustment £'000	Net Expenditure Chargeable to the General Fund £'000	Adjustments between Funding and Accounting Basis £'000	Income & Expenditure Statement £'000
Expenditure	15,848	(75)	15,773	(53)	15,720
Income	(16,226)	100	(16,126)	0	(16,126)
Net Cost of Services	(378)	25	(353)	(53)	(406)

* The adjustments in the transposition column relate to contributions to and from reserves, and the Adjustments between Funding and Accounting Basis column relate to the required technical adjustments for pensions and accumulated absences.

- **Material Items of Income and Expenditure**

Related Items include :-

- A movement of £5,244k on pensions, on the remeasurements of the net defined benefit liability/(assets), in line with Gwynedd Pension Fund's Actuary's assessment (Note 16).
- Increase of £2,015k in grants and contributions and equivalent expenditure (Note 21).

- **Other Issues**

- In recent years there have been unprecedented problems in the worldwide financial situation. Because of this global situation, it has been necessary for the Joint

- Committee to take the circumstances into consideration in its financial plans, whilst maintaining a prudent level of reserves.
- Since the referendum on the UK's membership of the European Union, there has been a degree of economic uncertainty. This is expected to last for some time and may affect some factors and financial decisions made by the Joint Committee in 2017/18 and into the medium term.

Provisions and Reserves

The Joint Committee has provisions of £3k and earmarked reserves of £895k. These are detailed in the Balance Sheet, Movement in Reserves Statement and in Notes 9 and 14.

Pension Fund

The Joint Committee has a net liability from its share of the assets and liabilities of the Gwynedd Pension Fund, which has been calculated in accordance with International Accounting Standard 19. The Balance Sheet contains an assessment by the Fund's Actuary, Hymans, of the Joint Committee's share of the Pension Fund liability. This net liability has increased by £3,714k to £6,945k in 2016/17. Refer to Note 25 for further information.

The net pension liability is a position at one point in time. Market prices can move substantially up or down in the short term and it is therefore not possible to quantify the long-term effect such movements in market prices will have on the Pension Fund.

Accounting Policies

The accounting policies adopted on behalf of the Joint Committee comply with all relevant recommended accounting practices and are fully explained in the Accounting Policies set out in Note 1 of the Accounts commencing on page 11.

Changes in Accounting Policies and to the Statement of Accounts

There are no changes in the accounting policies during the 2016/17 financial year.

FURTHER INFORMATION

The Statement of Accounts is available on Gwynedd Council's website www.gwynedd.llyw.cymru.

Further information relating to the accounts is available from:

Ffion Madog Evans
Senior Finance Manager
01286 679133

or

Hywyn Lewis Jones
Senior Accountant
01286 679145

Finance Department
Gwynedd Council
Council Offices
Caernarfon
Gwynedd
LL55 1SH

This is part of the Council's policy of providing full information relating to the Council and the Joint Committees' affairs. In addition, interested members of the public have a statutory right to inspect the accounts before the audit is completed. The availability of the accounts for inspection is advertised in the local press at the appropriate time.

GwE JOINT COMMITTEE

STATEMENT OF ACCOUNTS

STATEMENT OF RESPONSIBILITIES FOR THE STATEMENT OF ACCOUNTS

THE JOINT COMMITTEE'S RESPONSIBILITIES

Gwynedd Council bears the responsibility for the arrangements and administration of the Joint Committee's financial affairs. Gwynedd Council is required to make arrangements for the proper administration of its financial affairs and to secure that one of its officers has the responsibility for the administration of those affairs. In Gwynedd Council, that "Section 151 Officer" is the Head of Finance.

It is the Joint Committee's responsibility to manage its affairs to secure economic, efficient and effective use of its resources, to safeguard its assets, and to approve the Statement of Accounts.

22 September 2017

Councillor Eryl Williams
GwE Joint Committee Chairman

THE HEAD OF FINANCE'S RESPONSIBILITIES

The Head of Finance is responsible for the preparation of the GwE Joint Committee Statement of Accounts in accordance with proper practices as set out in the CIPFA/LASAAC *Code of Practice on Local Authority Accounting in the United Kingdom* ("the Code").

In preparing the statement of accounts, the Head of Finance has selected suitable accounting policies and then applied them consistently; has made judgements and estimates that were reasonable and prudent and complied with the Code.

The Head of Finance has also kept proper accounting records which were up to date, and has taken reasonable steps for the prevention and detection of fraud and other irregularities.

RESPONSIBLE FINANCIAL OFFICER'S CERTIFICATE

I certify that the Statement of Accounts has been prepared in accordance with the arrangements set out above, and presents a true and fair view of the financial position of the GwE Joint Committee at 31 March 2017 and its income and expenditure for the year then ended.



Dafydd L. Edwards B.A., C.P.F.A., I.R.R.V.
Head of Finance, Gwynedd Council

14 September 2017

EXPENDITURE AND FUNDING ANALYSIS

The Expenditure and Funding Analysis shows how annual expenditure is used and funded from resources in accordance with generally accepted accounting practices. Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

2015/16				2016/17		
Net Expenditure Chargeable to the General Fund	Adjustments between the Funding and Accounting Basis (see Note 7)	Net Expenditure in the Comprehensive Income and Expenditure Statement		Net Expenditure Chargeable to the General Fund	Adjustments between the Funding and Accounting Basis (see Note 7)	Net Expenditure in the Comprehensive Income and Expenditure Statement
£'000	£'000	£'000		£'000	£'000	£'000
3,028	25	3,053	Employees	3,448	(53)	3,395
41	0	41	Property	204	0	204
148	0	148	Transport	139	0	139
1,007	0	1,007	Supplies and Services	1,593	0	1,593
9,675	0	9,675	Third Party	10,389	0	10,389
(14,144)	0	(14,144)	Income	(16,126)	0	(16,126)
(245)	25	(220)	Cost of Services	(353)	(53)	(406)
0	0	0	Other Operating Expenditure	0	0	0
0	149	149	Financing and Investment Income and Expenditure	0	113	113
0	0	0	Taxation and non-specific grant income	0	0	0
(245)	174	(71)	(Surplus) / Deficit on Provision of Services	(353)	60	(293)
(297)			Opening General Fund Balance	(542)		
(245)			Less/Plus (Surplus)/Deficit on General Fund in Year	(353)		
(542)			Closing General Fund Balance	(895)		

COMPREHENSIVE INCOME AND EXPENDITURE STATEMENT

This statement shows the accounting cost in the year of providing the Joint Committee service in accordance with generally accepted accounting practices.

2015/16				2016/17			
Gross Expenditure	Gross Income	Net Expenditure		Note	Gross Expenditure	Gross Income	Net Expenditure
£'000	£'000	£'000			£'000	£'000	£'000
3,053	0	3,053	Employees		3,395	0	3,395
41	0	41	Property		204	0	204
148	0	148	Transport		139	0	139
1,007	0	1,007	Supplies and Services		1,593	0	1,593
9,675	0	9,675	Third Party		10,389	0	10,389
0	(14,144)	(14,144)	Income		0	(16,126)	(16,126)
13,924	(14,144)	(220)	Cost of Services		15,720	(16,126)	(406)
0	0	0	Other Operating Expenditure		0	0	0
149	0	149	Financing and Investment Income and Expenditure	10	113	0	113
0	0	0	Taxation and non-specific grant income		0	0	0
14,073	(14,144)	(71)	(Surplus) / Deficit on Provision of Services		15,833	(16,126)	(293)
		(1,578)	Remeasurements of the net defined benefit liability/(assets)	16			3,666
		(1,578)	Other Comprehensive Income and Expenditure				3,666
		(1,649)	Total Comprehensive Income and Expenditure				3,373

MOVEMENT IN RESERVES STATEMENT

This statement shows the movement in the year on the different reserves held by the Joint Committee, analysed into 'usable reserves' (i.e. those that can be applied to fund expenditure) and 'unusable reserves'. The Surplus or (Deficit) on the Provision of Services line shows the true economic cost of providing the Joint Committee's services, more details of which are shown in the Comprehensive Income and Expenditure Statement. The Net Increase /Decrease before Transfers to Earmarked Reserves line shows the statutory General Fund Balance before any discretionary transfers to or from earmarked reserves undertaken by the Joint Committee.

	Note	Additional Information		Movement in Reserves Statement			
		Unearmarked General Fund Balance	Earmarked General Fund Reserves	General Fund Balance	Total Usable Reserves	Unusable Reserves	Total Joint Committee's Reserves
		£'000	£'000	£'000	£'000	£'000	£'000
Balance 31 March 2015 carried forward		0	(297)	(297)	(297)	4,697	4,400
Movement in reserves during 2015/16							
(Surplus)/Deficit on provision of services		(71)	0	(71)	(71)	0	(71)
Other Comprehensive Income and Expenditure		0	0	0	0	(1,578)	(1,578)
Total Comprehensive Income and Expenditure		(71)	0	(71)	(71)	(1,578)	(1,649)
Adjustments between accounting basis and funding basis under regulations	8	(174)	0	(174)	(174)	174	0
Net (Increase)/Decrease before Transfers to Earmarked Reserves		(245)	0	(245)	(245)	(1,404)	(1,649)
Transfers to/from Earmarked Reserves	9	245	(245)	0	0	0	0
(Increase)/Decrease in 2015/16		0	(245)	(245)	(245)	(1,404)	(1,649)
Balance 31 March 2016 carried forward		0	(542)	(542)	(542)	3,293	2,751
Movement in reserves during 2016/17							
(Surplus)/Deficit on provision of services		(293)	0	(293)	(293)	0	(293)
Other Comprehensive Income and Expenditure		0	0	0	0	3,666	3,666
Total Comprehensive Income and Expenditure		(293)	0	(293)	(293)	3,666	3,373
Adjustments between accounting basis and funding basis under regulations	8	(60)	0	(60)	(60)	60	0
Net (Increase)/Decrease before Transfers to Earmarked Reserves		(353)	0	(353)	(353)	3,726	3,373
Transfers to/from Earmarked Reserves	9	353	(353)	0	0	0	0
(Increase)/Decrease in 2016/17		0	(353)	(353)	(353)	3,726	3,373
Balance 31 March 2017 carried forward		0	(895)	(895)	(895)	7,019	6,124

BALANCE SHEET

The Balance Sheet shows the value as at the Balance Sheet date of the assets and liabilities recognised by the Joint Committee. The net assets/(liabilities) of the Joint Committee (assets less liabilities) are matched by the reserves held by the Joint Committee.

31 March 2016 £'000		Note	31 March 2017 £'000
7	Long-term Debtors		3
7	Long-term Assets		3
1,447	Short-term Debtors	11	3,933
1,561	Cash and Cash Equivalents	12	543
3,008	Current Assets		4,476
(2,406)	Short-term Creditors	13	(3,299)
(2)	Short-term Provisions	14	(3)
(127)	Grants Receipts in Advance	21	(356)
(2,535)	Current Liabilities		(3,658)
(3,231)	Pension Liability	25	(6,945)
(3,231)	Long-term Liabilities		(6,945)
(2,751)	Net Assets/(Liabilities)		(6,124)
(542)	Usable Reserves	15	(895)
3,293	Unusable Reserves	16	7,019
2,751	Total Reserves		6,124

CASH FLOW STATEMENT

The Cash Flow Statement shows the changes in cash and cash equivalents of the Joint Committee during the reporting period.

2015/16 £'000	Note	2016/17 £'000
(71) Net (Surplus) / Deficit on the Provision of Services		(293)
(2,247) Adjustments to net surplus or deficit on the provision of services for non-cash movements (<i>creditors, debtors and pension</i>)	17	1,314
(2,318) Net cash flows from Operating Activities		1,021
(5) Investing Activities		(3)
(2,323) Net (Increase)/Decrease in cash and cash equivalents		1,018
762 Cash and cash equivalents at the beginning of the reporting period		(1,561)
(1,561) Cash and cash equivalents at the end of the reporting period		(543)

* Cash Flow position in line with Accounting Policy 1.3.

NOTES TO THE ACCOUNTS

NOTE I – ACCOUNTING POLICIES

1.1 General Principles

The Statement of Accounts summarises the Joint Committee's transactions for the 2016/17 financial year and its position at the year-end of 31 March 2017. The Authority is required to prepare an annual Statement of Accounts by the Accounts and Audit (Wales) Regulations 2014, in accordance with proper accounting practices. These practices primarily comprise the *Code of Practice on Local Authority Accounting in the United Kingdom 2016/17* and the Service Reporting Code of Practice 2016/17, supported by International Financial Reporting Standards (IFRS) and statutory guidance issued in the 2014 Act.

The Joint Committee's practice is to operate on the basis that all items of expenditure are treated as revenue in the first instance. Should any items of a capital nature (e.g. IT equipment, furniture) prove to have a material significance on the true and fair presentation of the financial position then the items would be treated according to proper practices.

The nature of the Joint Committee's transactions is limited and only the relevant policies can be seen below.

1.2 Accruals of Expenditure and Income

Activity is accounted for in the year that it takes place, not simply when cash payments are made or received.

- Revenue from the sale of goods is recognised when the Joint Committee transfers the significant risks and rewards of ownership to the purchaser and it is probable that economic benefits or service potential associated with the transaction will flow to the Joint Committee.
- Revenue from the provision of services is recognised when the Joint Committee can measure reliably the percentage of completion of the transaction and it is probable that economic benefits or service potential associated with the transaction will flow to the Joint Committee.
- Supplies are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as inventories on the Balance Sheet.
- Expenses in relation to services received (including services provided by employees) are recorded as expenditure when the services are received rather than when payments are made.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

1.3 Cash and Cash Equivalents

The Joint Committee does not have its own bank account and cash is administered by Gwynedd Council within its own accounts.

1.4 Employee Benefits

1.4.1 Benefits Payable during Employment

Short-term employee benefits are those due to be settled within 12 months of the year-end. They include such benefits as wages and salaries, paid annual leave and paid sick leave for current employees and are recognised as an expense for services in the year in which employees render service to the Joint Committee. An accrual is made for the cost of holiday entitlements (or any form of leave, e.g. time off in lieu) earned by employees but not taken before the year-end which employees can carry forward into the next financial year. The accrual is made at the wage and salary rates applicable in the following accounting year, being the period in which the employee takes the benefit. The accrual is charged to Surplus or Deficit on the Provision of Services, but then reversed out through the Movement in Reserves Statement so that holiday benefits are charged to revenue in the financial year in which the holiday absence occurs.

NOTE 1 – ACCOUNTING POLICIES (continued)

1.4.2 Termination Benefits

Termination benefits are amounts payable as a result of a decision by the Joint Committee to terminate an officer's employment before the normal retirement date or an officer's decision to accept voluntary redundancy and are charged on an accruals basis to the service in the Comprehensive Income and Expenditure Statement at the earlier of when the Joint Committee can no longer withdraw the offer of those benefits or when the Joint Committee recognises costs for a restructuring.

Where termination benefits involve the enhancement of pensions, statutory provisions require the Joint Committee to be charged with the amount payable by the Joint Committee to the Pension Fund or pensioner in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, appropriations are required to and from the Pensions Reserve to remove the notional debits and credits for pension enhancement termination benefits and replace them with debits for the cash paid to the Pension Fund and pensioners and any such amounts payable but unpaid at the year-end.

1.4.3 Post-employment Benefits

Employees of the Joint Committee are members of two separate pension schemes:

- The Teachers' Pension Scheme, administered by Capita Teachers' Pensions on behalf of the Westminster Government's Department for Education.
- The Local Government Pensions Scheme, administered by the Gwynedd Pension Fund at Gwynedd Council.

Both schemes provide defined benefits to members (retirement lump sums and pensions), earned as employees when they worked for the Joint Committee and their previous employers.

However, the arrangements for the teachers' scheme mean that liabilities for these benefits cannot be identified to the Joint Committee. The scheme is therefore accounted for as if it were a defined contributions scheme and no liability for future payment of benefits is recognised in the Balance Sheet. The Comprehensive Income and Expenditure Statement is charged with the employer's contributions payable to Teachers' Pension in the year.

1.4.4 The Local Government Pension Scheme

All other staff, subject to certain qualifying criteria, are entitled to become members of the Local Government Pension Scheme. The pension costs charged to the Joint Committee's accounts in respect of this group of employees is determined by the fund administrators and represents a fixed proportion of employees' contributions to this funded pension scheme.

The Local Government Scheme is accounted for as a defined benefit scheme:

The liabilities of the Gwynedd Pension Fund attributable to the Joint Committee are included in the Balance Sheet on an actuarial basis using the projected unit method - i.e. an assessment of the future payments that will be made in relation to retirement benefits earned to date by employees, based on assumptions such as mortality rates, employee turnover rates, etc., and projections of earning for current employees.

Liabilities are discounted to their value at current prices, using a discount rate of 2.6% calculated as a weighted average of 'spot yields' on AA rated corporate bonds.

The assets of the Gwynedd Pension Fund attributable to the Joint Committee are included in the Balance Sheet at their fair value as determined by the Fund's actuary.

The change in the net pensions liability is analysed into the following components:

NOTE 1 – ACCOUNTING POLICIES (continued)

Service cost comprising:

- Current service cost – the increase in liabilities as a result of years of service earned this year – allocated in the Comprehensive Income and Expenditure Statement to the services for which the employees worked.
- Past service cost – the increase in liabilities arising from current year decisions whose effect relates to years of service earned in earlier years – debited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement as part of Non-distributed Costs.
- Net interest on the net defined benefit liability/(asset), i.e. the net interest expense for the authority – the change during the period in the net defined benefit liability/(asset) that arises from the passage of time charged to the Financing and Investment Income and Expenditure line of the Comprehensive Income and Expenditure Statement – this is calculated by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the net defined benefit liability/(asset) at the beginning of the period – taking into account any changes in the net defined benefit liability/(asset) during the period as a result of contributions and benefit payments.

Remeasurements comprising:

- The return on Plan assets – excluding amounts included in net interest on the net defined benefit liability/(asset) – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.
- Actuarial gains and losses – changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – charged to the Pensions Reserve as Other Comprehensive Income and Expenditure.

Contributions paid to the Gwynedd Pension Fund – cash paid as employer's contributions to the Pension Fund in settlement of liabilities; not accounted for as an expense.

In relation to retirement benefits, statutory provisions require the General Fund balance to be charged with the amount payable by the Joint Committee to the Pension Fund or directly to pensioners in the year, not the amount calculated according to the relevant accounting standards. In the Movement in Reserves Statement, this means that there are appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with debits for the cash paid to the Pension Fund and pensioners and any such amounts payable but unpaid at the year-end. The negative balance that arises on the Pensions Reserve thereby measures the beneficial impact to the Joint Committee of being required to account for retirement benefits on the basis of cash flows rather than as benefits are earned by employees.

International Accounting Standard (IAS) 19 governs how the long-term liabilities which exist in relation to pension costs should be reported. Local councils (including joint committees) in Wales and England are required to produce their financial statements in accordance with IAS19.

1.4.5 Discretionary Benefits

The Joint Committee also has restricted powers to make discretionary awards of retirement benefits in the event of early retirements. Any liabilities estimated to arise as a result of an award to any member of staff (including teachers) are accrued in the year of the decision to make the award and accounted for using the same policies as are applied to the Local Government Pension Scheme.

NOTE 1 – ACCOUNTING POLICIES (continued)

1.5 Events after the Reporting Period

Events after the balance sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of events can be identified:

- those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events; and
- those that are indicative of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect (where it is possible to estimate the cost).

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts.

1.6 Prior Period Adjustments, changes in Accounting Policies, Estimates and Errors

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e. in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Joint Committee's financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

1.7 Government Grants and Other Contributions

Grants and contributions relating to capital and revenue expenditure are accounted for on an accruals basis, and recognised immediately in the relevant service line in the Comprehensive Income and Expenditure Statement as income, except to the extent that the grant or contribution has a condition that the Joint Committee has not satisfied.

1.8 Overheads and Support Services

Charges for services provided by the Central Support Departments within Gwynedd Council are derived from a combination of pre-determined fixed charges, actual recorded staff time, transaction logging and pre-determined formulae.

1.9 Non-distributed Costs

The majority of central support services are allocated to the service divisions. The items that are excluded from this treatment are defined as Non-distributed Costs and include the cost of discretionary benefits awarded to employees retiring early.

1.10 Provisions

The Joint Committee sets aside provisions for specific obligations which are likely or certain to be incurred but the amount of which cannot yet be determined accurately. These provisions are classified as long-term or short-term liabilities as appropriate according to the nature of each provision.

1.11 Reserves

Specific reserves are created to set aside amounts for future spending schemes. This is done through transfers out of the General Fund Balance in the Movement in Reserves Statement.

NOTE 1 – ACCOUNTING POLICIES (continued)

Certain reserves, namely “unusable reserves”, are kept for the technical purpose of managing the accounting processes for non-current assets, financial instruments and employee benefits. These do not represent the usable resources of the Joint Committee.

1.12 Value Added Tax

Only in a situation when VAT is irrecoverable will VAT be included or charged as ‘irrecoverable VAT’. Since the Joint Committee has not registered for VAT, the VAT is recovered through Gwynedd Council's VAT registration.

1.13 Debtors and Creditors

The Joint Committee's Accounts are maintained on an accruals basis in accordance with the Code of Accounting Practice. The accounts reflect actual expenditure and income relating to the year in question irrespective of whether the payments or receipts have actually been paid or received in the year.

An exception to this principle relates to electricity and similar quarterly payments which are charged at the date of meter reading rather than being apportioned between financial years, and certain annual payments. This policy is consistently applied each year and therefore does not have a material effect on the year's accounts.

1.14 Jointly Controlled Operations

Jointly controlled operations are activities undertaken in conjunction with other venturers that involve the use of assets and resources of the venturers rather than the establishment of a separate entity.

The GwE Joint Committee has been categorised as a Jointly Controlled Operation.

NOTE 2 – CHANGE IN ACCOUNTING POLICY

There are no changes in the accounting policies during the 2016/17 financial year.

NOTE 3 – ACCOUNTING STANDARDS THAT HAVE BEEN ISSUED BUT HAVE NOT YET BEEN ADOPTED

The CIPFA Code of Practice on Local Authority Accounting in the United Kingdom requires the expected impact of any accounting standards that have been issued but not yet adopted to be disclosed.

The related accounting standards in the 2017/18 Code of Practice affect statements within the Pension accounts.

The Code requires implementation from 1 April 2017 and there is therefore no impact on the 2016/17 Statement of Accounts.

NOTE 4 – CRITICAL JUDGMENTS IN APPLYING ACCOUNTING POLICIES

In applying the accounting policies set out in Note 1, the Joint Committee has had to make judgments, estimates and assumptions relating to complex transactions, those involving uncertainty about future events and also the carrying amounts of assets and liabilities that are not readily apparent from other sources.

The judgments, estimates and associated assumptions applied are based on current proper practices, historical experience and other factors, including historical, professional assessment, current trends, local factors and actual future projections and assumptions that are considered to be relevant.

In recent years there has been some uncertainty about future levels of funding from Welsh Government relating to grants. This issue forms an important part of the Joint Committee's continually revised financial strategy, and where all known and forecasted factors are given due consideration.

All available and related information is sourced and applied in assessing and determining the position, which is particularly critical when considering such matters as actuarial valuation of pension fund assets and liabilities, earmarked reserves, provisions and contingent liability. However, because these issues cannot be determined with certainty, actual results may subsequently differ from those estimates. The estimates and underlying assumptions are continually reviewed.

NOTE 5 – ASSUMPTIONS MADE ABOUT FUTURE AND OTHER MAJOR SOURCES OF ESTIMATION UNCERTAINTY

The Statement of Accounts contains estimated figures that are based on assumptions made by the Joint Committee about the future or that are otherwise uncertain. Estimates are made taking into account historical experience, current trends and other relevant factors. However, because certain balances cannot be determined with certainty, actual results could be different from the assumptions and estimates.

The following item in the Joint Committee's Balance Sheet at 31 March 2017 may be considered to be a significant risk (in terms of certainty in estimation of value), with the possibility of material adjustment in the forthcoming financial year:

- **Pension Liability** – The Pension Liability position as contained within the accounts is based on a number of complex assessments and judgments and varying profiles such as discount rate used, projected salary levels, changes in retirement ages, mortality rates and expected returns on pension fund assets, as provided by Actuaries engaged by the Gwynedd Pension Fund. Further details are contained in Notes 24 and 25.

NOTE 6 – MATERIAL ITEMS OF INCOME AND EXPENSE

Related items include:-

- A movement of £5,244k on pensions, on the remeasurements of the net defined benefit liability/(assets), in line with Gwynedd Pension Fund's Actuary's assessment (Note 16).
- Increase of £2,015k in grants and contributions and equivalent expenditure (Note 21)

NOTE 7 – NOTE TO THE EXPENDITURE AND FUNDING ANALYSIS

2016/17				
ADJUSTMENTS BETWEEN FUNDING AND ACCOUNTING BASIS				
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes £'000	Net change for the Pensions Adjustments (i) £'000	Other Differences (ii) £'000	Total Adjustments £'000
Employees	0	(65)	12	(53)
Property	0	0	0	0
Transport	0	0	0	0
Supplies and Services	0	0	0	0
Third Party	0	0	0	0
Income	0	0	0	0
Cost of Services	0	(65)	12	(53)
Other Operating Expenditure	0	0	0	0
Financing and Investment Income and Expenditure	0	113	0	113
Taxation and non-specific grant income	0	0	0	0
(Surplus) / Deficit on Provision of Services	0	48	12	60

2015/16				
ADJUSTMENTS BETWEEN FUNDING AND ACCOUNTING BASIS				
Adjustments from General Fund to arrive at the Comprehensive Income and Expenditure Statement amounts	Adjustments for Capital Purposes £'000	Net change for the Pensions Adjustments (i) £'000	Other Differences (ii) £'000	Total Adjustments £'000
Employees	0	16	9	25
Property	0	0	0	0
Transport	0	0	0	0
Supplies and Services	0	0	0	0
Third Party	0	0	0	0
Income	0	0	0	0
Cost of Services	0	16	9	25
Other Operating Expenditure	0	0	0	0
Financing and Investment Income and Expenditure	0	149	0	149
Taxation and non-specific grant income	0	0	0	0
(Surplus) / Deficit on Provision of Services	0	165	9	174

NOTE 7 – NOTE TO THE EXPENDITURE AND FUNDING ANALYSIS (continued)

(i) Net Change for the Pensions Adjustments

Net change for the removal of pension contributions and the addition of IAS 19 *Employee Benefits* pension related expenditure and income:

- For **Services**, this represents the removal of the employer pension contributions made by the authority as allowed by statute and the replacement with current service costs and past service costs.
- For **Financing and investment income and expenditure** — the net interest on the defined benefit liability is charged to the Comprehensive Income and Expenditure Statement.

(ii) Other Differences

Other differences between amounts debited/credited to the Comprehensive Income and Expenditure Statement and amounts payable/receivable to be recognised under statute:

- For **Services**, this represents an adjustment for accumulated absences earned but not taken during the year.
- For **Financing and investment income and expenditure**, the other differences column recognises adjustments to the General Fund for the timing differences for premiums and discounts.

NOTE 8 – ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS

This note details the adjustments that are made to the total comprehensive income and expenditure recognised by the Joint Committee in the year in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Joint Committee to meet future expenditure.

2016/17		
ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS	Usable Reserve General Fund Balance	Movement in Unusable Reserves
	£'000	£'000
Adjustments primarily involving the Pensions Reserve:		
Reversal of items relating to retirement benefits debited/credited to the Comprehensive Income and Expenditure Statement (Note 25)	(734)	734
Employer's pensions contributions and direct payments to pensioners payable in the year	686	(686)
Adjustment primarily involving the Accumulated Absences Account		
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(12)	12
Total Adjustments	(60)	60

2015/16		
ADJUSTMENTS BETWEEN ACCOUNTING BASIS AND FUNDING BASIS UNDER REGULATIONS	Usable Reserve General Fund Balance	Movement in Unusable Reserves
	£'000	£'000
Adjustments primarily involving the Pensions Reserve:		
Reversal of items relating to retirement benefits debited/credited to the Comprehensive Income and Expenditure Statement (Note 25)	(741)	741
Employer's pensions contributions and direct payments to pensioners payable in the year	576	(576)
Adjustment primarily involving the Accumulated Absences Account		
Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(9)	9
Total Adjustments	(174)	174

NOTE 9 – TRANSFERS TO/FROM EARMARKED RESERVES

The note below sets out the amounts set aside from the General Fund in earmarked reserves to provide financing for future expenditure plans.

Earmarked Reserves

	GwE Joint Committee Reserves
	£'000
Balance 31 March 2016	542
<u>Transfers:</u>	
Between Reserves	0
In	453
Out	(100)
Balance 31 March 2017	895

NOTE 10 – FINANCING AND INVESTMENT INCOME AND EXPENDITURE

2015/16	2016/17
£'000	£'000
149 Net interest on the net defined benefit liability/(asset)	113
149 Total	113

NOTE 11 – SHORT-TERM DEBTORS

	31 March 2016	31 March 2017
	£'000	£'000
Welsh Government	1,218	2,697
Central Government Bodies	54	67
Other Local Authorities	125	1,081
Other Entities and Individuals	50	88
Total	1,447	3,933

NOTE 12 – CASH AND CASH EQUIVALENTS

The Joint Committee does not have its own bank account and cash is administered by Gwynedd Council within its own accounts. The figure shown in the table each year is the net cash sum or bank overdraft held on behalf of the Joint Committee within the Gwynedd Council amounts.

	31 March 2016 £'000	31 March 2017 £'000
Cash in Hand	1,561	543
Cash and Cash Equivalents	1,561	543
Bank Overdraft	0	0
Total	1,561	543

NOTE 13 – SHORT-TERM CREDITORS

	31 March 2016 £'000	31 March 2017 £'000
Welsh Government	88	113
Other Central Government Bodies	65	76
Other Local Authorities	1,704	2,563
Other Entities and Individuals	549	547
Total	2,406	3,299

NOTE 14 – PROVISIONS

The Joint Committee sets aside provisions for specific obligations, the amount or timing of which cannot be determined accurately. It is not permitted, under accounting conventions, to make provisions for uneven patterns of expenditure. However, earmarked reserves may be established and these are disclosed in Note 9.

	Balance at 31 March 2016 £'000	(Addition) / Reduction / Transfer £'000	Used during the year £'000	Balance at 31 March 2017 £'000
Short-term Provisions				
Green Car Scheme Provision	(2)	(1)	0	(3)
	(2)	(1)	0	(3)

Green Car Scheme Provision – provision for staff leased car scheme requirements.

NOTE 15 – USABLE RESERVES

The Movement in Reserves Statement details the movements in the Joint Committee's usable reserves.

NOTE 16 – UNUSABLE RESERVES

31 March 2016		31 March 2017
£'000		£'000
(3,231)	Pensions Reserve	(6,945)
(62)	Accumulated Absences Account	(74)
(3,293)	Total Unusable Reserves	(7,019)

Pensions Reserve

The Pensions Reserve absorbs the timing differences arising from the different arrangements for accounting for post-employment benefits and for funding benefits in accordance with statutory provisions. The Joint Committee accounts for post-employment benefits in the Comprehensive Income and Expenditure Statement as the benefits are earned by employees accruing years of service, updating the liabilities recognised to reflect inflation, changing assumptions and investment returns on any resources set aside to meet the costs. However, statutory arrangements require benefits earned to be financed as the Joint Committee makes employer's contributions to pension funds or eventually pays any pensions for which it is directly responsible. The debit balance on the Pensions Reserve therefore shows a substantial shortfall in the benefits earned by past and current employees and the resources the Joint Committee has set aside to meet them. The statutory arrangements will ensure that funding will have been set aside by the time the benefits come to be paid.

2015/16		2016/17
£000		£000
(4,644)	Balance 1 April	(3,231)
1,578	Remeasurements of the net defined benefit (liabilities) / assets (Note 25)	(3,666)
(741)	Reversal of items relating to retirement benefits debited or credited to the Surplus or Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	(734)
576	Employer's pensions contributions and direct payments to pensioners payable in the year	686
(3,231)	Balance 31 March	(6,945)

NOTE 16 – UNUSABLE RESERVES (continued)

Accumulated Absences Account

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Fund Balance from accruing for compensated absences earned but not taken in the year, e.g. annual leave entitlement carried forward at 31 March. Statutory arrangements require that the impact on the General Fund Balance is neutralised by transfers to or from the Account.

2015/16 £000	2016/17 £000
(53) Balance 1 April	(62)
(9) Amount by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different from remuneration chargeable in the year in accordance with statutory requirements	(12)
(62) Balance 31 March	(74)

NOTE 17 – CASH FLOW STATEMENT: ADJUSTMENTS TO NET SURPLUS OR DEFICIT ON THE PROVISION OF SERVICES FOR NON-CASH MOVEMENTS

2015/16 £'000	2016/17 £'000
1,873 (Increase)/Decrease in Creditors	(893)
(3,951) Increase/(Decrease) in Debtors	2,485
(164) Pension Liability	(48)
(5) Other non-cash items charged to net surplus/deficit on the provision of services	(230)
(2,247)	1,314

NOTE 18 – EVENTS AFTER THE BALANCE SHEET DATE

There are no known post-balance sheet events.

NOTE 19 – OFFICERS’ REMUNERATION

19a. The Accounts and Audit (Wales) Regulations 2014 require the Joint Committee to disclose the following information relating to employees appointed as Senior Officers, and whose salary is between £60,000 and £150,000. In compliance with the defined requirements, the pensionable pay and the employer’s pension contributions are included below, but the employer’s national insurance contributions are excluded. The remuneration paid to the Joint Committee’s senior officers who are directly employed by GwE is as follows:

2015/16				Chief Officers	2016/17			
Employer’s		Other	Total		Employer’s		Other	Total
Salary	Pension Contribution	Employer Costs			Salary	Pension Contribution	Employer Costs	
£	£	£	£		£	£	£	£
85,482	22,062	0	107,544	Chief Officer ¹	50,118	12,937	0	63,055

¹) Holder in post to end of October 2016

²) Since 1 November 2016, the Head of Education for Gwynedd Council has operated as temporary Managing Director for the GwE on a part-time basis. He has been formally employed by Gwynedd Council, and GwE is recharged 80% of his salary and other remuneration to the amount of £43k (including employer National Insurance contributions).

19b. Other Joint Committee employees receiving more than £60,000 remuneration for the year (excluding employer’s pension and national insurance contributions), were paid the following amounts. Termination benefits are to be included in the figures however, there were no cases in 2015/16 or 2016/17.

Number of other employees who received more than £60,000 and includes remuneration and termination benefits:			
Number in 2015-16		Number in 2016-17	
Total		Total	
3	£60,000 - 64,999	2	
1	£65,000 - 69,999	2	

NOTE 20 – EXTERNAL AUDIT COSTS

The Joint Committee has incurred the following costs relating to external audit.

2015/16		2016/17
£'000		£'000
8	Fees payable to auditors appointed by the Auditor General for Wales with regard to external audit services	8

In 2015/16, Deloitte were appointed by the Auditor General for Wales as Gwynedd Council’s, and subsequently GwE’s, external auditors.

NOTE 21 – GRANT INCOME

21a. The Joint Committee credited the following grants, contributions and donations to the Comprehensive Income and Expenditure Statement:

	2015/16		2016/17	
	£'000	£'000	£'000	£'000
Grants and Contributions Credited to Services				
Welsh Government -				
Schools Challenge Cymru (SCC)	1,291		2,108	
GCSE, PISA and Science Literacy	710		1,058	
NPQH - National Professional Qualification for Headship	93		129	
Pupil Deprivation Grant - Looked After Children *	586		672	
Pioneer Schools Network	338		1,608	
Supporting Literacy & Numeracy and Modern Foreign Languages	250		23	
Modern Foreign Language (MFL) Centres of Excellence	137		120	
Learning in Digital Wales (LiDW)	102		113	
Other	173		114	
	3,680		5,945	
Other Government Grants and Contributions -				
Sports Council for Wales	205		181	
Education Workforce Council	0		76	
	205		257	
Other Grants and Contributions -				
Councils' Contributions towards the Core Service				
Conwy	640		631	
Denbighshire	628		622	
Flintshire	929		929	
Gwynedd	734		728	
Anglesey	418		415	
Wrexham	778		772	
	4,127		4,097	
Education Improvement Grant (EIG) * :				
Match funding from Councils				
Conwy	67		67	
Denbighshire	363		346	
Flintshire	88		87	
Gwynedd	579		551	
Anglesey	307		293	
Wrexham	98		0	
Welsh Government	4,350		4,120	
	5,852		5,464	
Other	209		325	
	10,188		9,886	
Total Grants and Contributions Credited to Services	14,073		16,088	

* Does not include grants distributed directly to schools.

NOTE 21 – GRANT INCOME (continued)

21b. The Joint Committee has received grants that have yet to be recognised as income as they have conditions attached that could require the monies to be returned to the provider. The balance at the year-end is as follows:

	31 March 2016 £'000	31 March 2017 £'000
Grants and Contributions Received in Advance		
Short-term		
Sports Council for Wales	127	46
Pioneer Schools Network	0	112
Newly Qualified Teachers Program	0	198
Total	127	356

NOTE 22 – RELATED PARTIES

The Joint Committee is required to disclose material transactions with related parties – bodies or individuals that have the potential to control or influence the Joint Committee or to be controlled or influenced by the Joint Committee. Disclosure of these transactions allows readers to assess the extent to which the Joint Committee might have been constrained in its ability to operate independently or might have secured the ability to limit another party's ability to bargain freely with the Joint Committee.

Members

Members of the Joint Committee have an influence over the Joint Committee's financial and operating policies.

Members have declared an interest or relationship in companies or businesses which may have dealings with the Joint Committee. A breakdown of the payments and balances at 31 March 2017 made to these companies under this heading during 2016/17 is as follows:

Payments made	Amounts owed by the Joint Committee	Amounts owed to the Joint Committee
£'000	£'000	£'000
16	1	0

The figures are based on information received in respect of Councillors' returns.

Officers

The Joint Committee's Senior Officer has declared as required and where appropriate an interest or relationship in companies, voluntary, charitable, or public bodies which receive payments from the Joint Committee. No payments have been made to these companies during 2016/17, and no amount is owed by the Joint Committee or to the Joint Committee from the companies named.

NOTE 23 – EXIT PACKAGES

The number of exit packages with total cost per band and total cost of the compulsory and other redundancies are set out in the table below. The cost in the table below reflects the related cost to the employer rather than the actual value of the payments to the individuals.

Exit package cost band (including special payments)	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band		Total cost of exit packages in each band	
£	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17
	Number	Number	Number	Number	Number	Number	£'000	£'000
0 – 20,000	0	3	0	0	0	3	0	4
Total	0	3	0	0	0	3	0	4

NOTE 24 – PENSIONS SCHEMES ACCOUNTED FOR AS DEFINED CONTRIBUTION SCHEMES

Teachers employed by the Joint Committee are members of the Teachers' Pension Scheme, administered by the Government's Department for Education. The scheme provides teachers with specified benefits upon their retirement, and the Joint Committee contributes towards the costs by making contributions based on a percentage of members' pensionable salaries.

The scheme is technically a defined benefit scheme. However, the scheme is unfunded and the Department for Education uses a notional fund as the basis for calculating the employers' contribution rate paid by local authorities. The Joint Committee is not able to identify its share of the underlying financial position and performance of the scheme with sufficient reliability for accounting purposes. For the purposes of this Statement of Accounts, it is therefore accounted for on the same basis as a defined contribution scheme.

In 2016/17 the Joint Committee paid £11k (2015/16: £11k) in respect of teachers' pension costs, which represented 15.65%, on average, of teachers' pensionable pay. In addition the Joint Committee is responsible for the costs of any additional benefits awarded upon early retirement outside of the terms for the teachers' scheme. There were no such costs in 2016/17 and 2015/16. These costs are accounted for on a defined benefits basis and are included in Note 25.

NOTE 25 – PENSION COSTS

As part of the terms and conditions of employment of its officers and other employees, the Joint Committee makes contributions towards the cost of post-employment benefits. Although these benefits will not actually be payable until employees retire, the Joint Committee has a commitment to make the payments. These need to be disclosed at the time that employees earn their future entitlement.

GwE participates in two post employment schemes:

- a) **The Local Government Pension Scheme** administered locally by Gwynedd Council. This is a funded defined benefit scheme based on final salary for service up to 31 March 2014 and based on a career average salary from 1 April 2014. The Joint Committee and the employees pay contributions into the fund, calculated at a level intended to balance the pensions liabilities with investment assets.
- b) **Arrangements for the award of discretionary post-retirement benefits upon early retirement.** This is an unfunded defined benefit arrangement, under which liabilities are recognised when awards are made. However, there are no investment assets built up to meet these pension liabilities, and cash has to be generated to meet actual pensions payments as they eventually fall due.

The Gwynedd Pension Fund is operated under the regulatory framework for the Local Government Pension Scheme and the governance of the scheme is the responsibility of the Pensions Committee of Gwynedd Council. Policy is determined in accordance with the Local Government Pensions Scheme Regulations. The investment managers of the fund are appointed by the committee.

The principal risks to the Joint Committee from the scheme are the longevity assumptions, statutory changes to the scheme, structural changes to the scheme (such as large-scale withdrawals from the scheme), changes to inflation, bond yields and the performance of equity investments held by the scheme. These are mitigated to a certain extent by the statutory requirements to charge the amounts required by statute as described in the accounting policies note to the Joint Committee.

Transactions Relating to Post-employment Benefits

The Joint Committee recognises the cost of retirement benefits in the reported cost of services when they are earned by employees, rather than when the benefits are eventually paid as pensions. However, the charge it is required to make against Council Tax (via the Councils' contributions) is based on the cash payable in the year, so the real cost of post-employment/retirement benefits is reversed out of the Joint Committee's General Fund via the Movement in Reserves Statement. The following transactions have been made in the Comprehensive Income and Expenditure Statement and the General Fund Balance via the Movement in Reserves Statement during the year.

NOTE 25 – PENSION COSTS (continued)

Change in the Fair Value of Plan Assets, Defined Benefit Obligation and Net Liability	Period ended 31 March 2016			Period ended 31 March 2017		
	Assets	Liabilities	Net (liability) /asset	Assets	Liabilities	Net (liability) /asset
	£'000	£'000	£'000	£'000	£'000	£'000
Fair Value of Employer Assets	12,910	0	12,910	13,529	0	13,529
Present Value of Funded Liabilities	0	(17,554)	(17,554)	0	(16,760)	(16,760)
Present Value of Unfunded Liabilities	0	0	0	0	0	0
Opening Position at 1 April	12,910	(17,554)	(4,644)	13,529	(16,760)	(3,231)
Service Cost						
Current Service Cost*	0	(592)	(592)	0	(621)	(621)
Past Service Costs (including curtailments)	0	0	0	0	0	0
Total Service Cost	0	(592)	(592)	0	(621)	(621)
Net interest						
Interest Income on Plan Assets	418	0	418	482	0	482
Interest Cost on Defined Benefit Obligation	0	(567)	(567)	0	(595)	(595)
Total Net Interest	418	(567)	(149)	482	(595)	(113)
Total Defined Benefit Cost Recognised in Profit/(Loss)	418	(1,159)	(741)	482	(1,216)	(734)
Cash flows						
Plan participants' contributions	166	(166)	0	195	(195)	0
Employer contributions	540	0	540	624	0	624
Contributions in respect of unfunded benefits	0	0	0	0	0	0
Benefits Paid	(416)	416	0	(334)	334	0
Unfunded Benefits Paid	0	0	0	0	0	0
Expected Closing Position	13,618	(18,463)	(4,845)	14,496	(17,837)	(3,341)
Remeasurements						
Change in demographic assumptions	0	0	0	0	50	50
Change in financial assumptions	0	1,596	1,596	0	(2,295)	(2,295)
Other experience	0	107	107	0	(1,565)	(1,565)
Return on Assets excluding amounts included in net interest	(89)	0	(89)	206	0	206
Total remeasurements recognised in Other Comprehensive Income (OCI)	(89)	1,703	1,614	206	(3,810)	(3,604)
Fair Value of Employer Assets	13,529	0	13,529	14,702	0	14,702
Present Value of Funded Liabilities	0	(16,760)	(16,760)	0	(21,647)	(21,647)
Present Value of Unfunded Liabilities**	0	0	0	0	0	0
Closing Position at 31 March	13,529	(16,760)	(3,231)	14,702	(21,647)	(6,945)

* The current service cost includes an allowance for administration expenses of 0.5% of payroll

** For unfunded liabilities as at 31 March 2017, it is assumed that all unfunded pensions are payable for the remainder of the member's life. It is further assumed that 90% of pensioners are married (or cohabiting) at death and that their spouse (cohabitee) will receive a pension of 50% of the member's pension at the date of the member's death.

NOTE 25 – PENSION COSTS (continued)

The Major Categories of Plan Assets as a Percentage of Total Plan Assets

The actuary has provided a detailed breakdown of Fund assets in accordance with the requirements of IAS19. This analysis distinguishes between the nature and risk of those assets, and to further break them down between those with a quoted price in an active market and those that do not. The asset split for GwE is assumed to be in the same proportion to the Fund's asset allocation as at 31 December 2016. The split is shown in the table above. The actuary estimates the bid value of the Fund's assets as at 31 March 2017 to be £1,843m based on information provided by the Administering Authority and allowing for index returns where necessary.

Fair Value of Employer Assets

The asset values below are at bid value as required under IAS19.

Asset Category	At 31 March 2016				At 31 March 2017			
	Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total		Quoted Prices in Active Markets	Prices not quoted in Active Markets	Total	
	£'000	£'000	£'000	%	£'000	£'000	£'000	%
Equity Securities								
Consumer	430	0	430	3	504	0	504	3
Manufacturing	0	0	0	0	455	0	455	3
Energy and Utilities	74	0	74	1	82	0	82	1
Financial Institutions	221	0	221	2	282	0	282	2
Health and Care	780	0	780	6	726	0	726	5
Information Technology	448	0	448	3	591	0	591	4
Other	539	0	539	4	40	0	40	0
Debt Securities								
Other	0	1,808	1,808	13	0	1,837	1,837	12
Private Equity								
All	0	550	550	4	0	664	664	5
Real Estate								
UK Property	258	1,139	1,397	10	323	803	1,126	8
Overseas Property	0	26	26	0	0	30	30	0
Investment Funds and Unit Trusts								
Equities	2,746	3,981	6,727	50	3,143	4,472	7,615	52
Bonds	0	0	0	0	0	0	0	0
Infrastructure	0	112	112	1	0	197	197	1
Derivatives								
Inflation	0	0	0	0	0	0	0	0
Cash and Cash Equivalents								
All	417	0	417	3	553	0	553	4
Total	5,913	7,616	13,529	100	6,699	8,003	14,702	100

NOTE 25 – PENSION COSTS (continued)

Basis for estimating assets and liabilities

Liabilities have been assessed on an actuarial basis using the projected unit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, life expectancy and salary levels. Life expectancy is based on fund-specific projections called VitaCurves with long-term improvement assumed to have already peaked and converging to 1.25% per annum.

Both the Gwynedd Pension Scheme and Discretionary Benefits liabilities have been estimated by Hymans Robertson, an independent firm of actuaries. Estimates for the Gwynedd Pension Fund were based on the latest full valuation of the scheme as at 31 March 2016. The significant assumptions used by the actuary in the following table have had a significant impact on the values of the assets and liabilities as follows:-

	31 March 2016	31 March 2017
Financial Assumptions	% p.a.	% p.a.
Pensions Increase Rate	2.2	2.4
Salary Increase Rate*	4.2	2.4
Inflation Rate	2.2	2.4
Discount Rate	3.5	2.6
Long-term expected rate of return on all categories of assets	3.5	3.2
Take-up option to convert annual pension into retirement lump sum		
for pre-April 2008 service	50	50
for post-April 2008 service	75	75
Mortality assumptions	Years	Years
Longevity at 65 for current pensioners		
Men	22	22.0
Women	24	24.2
Longevity at 65 for future pensioners		
Men	24.4	24.0
Women	26.6	26.4

*For unfunded liabilities as at 31 March 2017, it is assumed that all unfunded pensions are payable for the remainder of the member's life. It is further assumed that 90% of pensioners are married (or cohabiting) at death and that their spouse (cohabitee) will receive a pension of 50% of the member's pension at the date of the member's death.

The estimation of the defined benefit obligations is sensitive to the actuarial assumptions set out in the table above. In order to quantify the impact of a change in the financial assumptions used, the actuary has calculated and compared the value of the scheme liabilities as at 31 March 2017 on varying bases. The approach taken is consistent with that adopted to derive the IAS19 figures provided in this note.

To quantify the uncertainty around life expectancy, the actuary has calculated the difference in cost to the Joint Committee of a one-year increase in life expectancy. For sensitivity purposes this is assumed to be an increase in the cost of benefits of broadly 3%. In practice the actual cost of a one-year increase in life expectancy will depend on the structure of the revised assumption (i.e. if improvements to survival rates predominantly apply to younger or older ages).

NOTE 25 – PENSION COSTS (continued)

The figures in the table below have been derived based on the membership profile of the Joint Committee as at 31 March 2016, the date of the most recent actuarial valuation. The approach taken in preparing the sensitivity analysis shown is consistent with that adopted in the previous year.

Impact on the Defined Benefit Obligation in the Scheme		
Change in assumption	Approximate increase to Employer 31 March 2017	Approximate monetary amount 31 March 2017
	%	£'000
0.5% decrease in real discount rate	11	2,330
0.5% increase in the salary increase rate	3	600
0.5% increase in the pension increase rate	8	1,683

Impact on the Joint Committee's Cash Flows

One of the objectives of the scheme is that employer contributions should be kept at as constant a rate as possible. Gwynedd Council has agreed a strategy with the fund's actuary to achieve a funding level of 100% over the next 20 years. Funding levels are monitored on an annual basis.

The contributions paid by the Joint Committee are set by the Fund Actuary at each triennial valuation (the most recent being as at 31 March 2016), or at any other time as instructed to do so by the Administering Authority. The contributions payable over the period to 31 March 2020 are set out in the Rates and Adjustments certificate. For further details on the approach adopted to set contribution rates for the Joint Committee, please refer to the 2016 actuarial report dated 31 March 2017.

Information about the Defined Benefit Obligation

	Liability Split		Duration
	£'000	%	
Active Members	14,745	68.1	23.1
Deferred Members	486	2.2	32.9
Pensioner Members	6,416	29.7	14.0
Total	21,647	100.0	20.0

The above figures are for funded obligations only and do not include unfunded pensioner liabilities. The durations are effective at the previous formal valuation as at 31 March 2016.

Impact in Future Years

The total contributions expected to be made to the Local Government Pensions Scheme by the Joint Committee in the year to 31 March 2018 is £823,000.

As the Actuary's report is based on estimates and due to timing issues, there is a variance of £61,892 in 2016/17 (£35,950 in 2015/16) between the deficit in the Scheme based on the Actuarial figures in comparison with the liability related to the defined benefit pension schemes in the Balance Sheet. This variance has been treated as Actuarial Gains and Losses on Pension Assets and Liabilities and therefore has been included in the Liability related to the defined benefit Pension Schemes in the Balance Sheet.

Auditor General for Wales' report to the Members of GwE Joint Committee

I have audited the accounting statements and related notes of GwE Joint Committee for the year ended 31 March 2017 under the Public Audit (Wales) Act 2004.

GwE Joint Committee's accounting statements comprise the Movement in Reserves Statement, the Comprehensive Income and Expenditure Statement, the Balance Sheet and the Cash Flow Statement.

The financial reporting framework that has been applied in their preparation is applicable law and the Code of Practice on Local Authority Accounting in the United Kingdom 2016-17 based on International Financial Reporting Standards (IFRSs).

Respective responsibilities of the responsible financial officer and the Auditor General for Wales

As explained more fully in the Statement of Responsibilities for the Statement of Accounts, the responsible financial officer is responsible for the preparation of the statement of accounts which gives a true and fair view.

My responsibility is to audit the accounting statements and related notes in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require me to comply with the Financial Reporting Council's Ethical Standards for Auditors.

Scope of the audit of the accounting statements

An audit involves obtaining evidence about the amounts and disclosures in the accounting statements and related notes sufficient to give reasonable assurance that the accounting statements and related notes are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to GwE Joint Committee's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the responsible financial officer and the overall presentation of the accounting statements and related notes.

In addition, I read all the financial and non-financial information in the Narrative Report to identify material inconsistencies with the audited accounting statements and related notes and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by me in the course of performing the audit. If I become aware of any apparent material misstatements or inconsistencies, I consider the implications for my report.

Opinion on the accounting statements of GwE Joint Committee

In my opinion the accounting statements and related notes:

- give a true and fair view of the financial position of GwE Joint Committee as at 31 March 2017 and of its income and expenditure for the year then ended; and
- have been properly prepared in accordance with the Code of Practice on Local Authority Accounting in the United Kingdom 2016-17.

Opinion on other matters

In my opinion, the information contained in the Narrative Report is consistent with the accounting statements and related notes.

Matters on which I report by exception

I have nothing to report in respect of the following matters, which I report to you, if, in my opinion:

- adequate accounting records have not been kept;
- the accounting statements are not in agreement with the accounting records and returns;
- or
- I have not received all the information and explanations I require for my audit;
- the Annual Governance Statement does not reflect compliance with guidance.

Certificate of completion of audit

I certify that I have completed the audit of the accounts of GwE Joint Committee in accordance with the requirements of the Public Audit (Wales) Act 2004 and the Auditor General for Wales' Code of Audit Practice.

**For and on behalf of
Huw Vaughan Thomas
Auditor General for Wales**

**Wales Audit Office
24 Cathedral Road
Cardiff CF11 9LJ
29 September 2017**

APPENDIX A

ANNUAL GOVERNANCE STATEMENT

This statement meets the requirement to produce a Statement of Internal Control pursuant to Section 5 of the Accounts and Audit (Wales) Regulations 2014.

Part 1: SCOPE OF RESPONSIBILITY

GwE was established as a Joint Committee to be a regional school effectiveness and improvement service by the 6 north Wales local authorities in 2013 by undertaking the functions that are detailed in an agreement between the Joint Committee and the authorities. In the agreement, the Councils have agreed to work together in a partnering relationship to establish a Regional School Effectiveness and Improvement Service to be accountable to, and undertake the statutory functions of the Councils in respect of school improvement and effectiveness.

The Councils' vision was to establish a Regional School Effectiveness and Improvement service to be accountable to, and undertake the statutory responsibilities of, the six local North Wales Authorities in respect of the duties to monitor; challenge; provide support services for curriculum continued professional development and management of schools, and in addition provide services that can be commissioned by schools and local authorities.

GwE is responsible for ensuring that its business is conducted in accordance with the law and proper standards, and that public money is safeguarded and properly accounted for, and used economically, efficiently and effectively.

In discharging this overall responsibility, GwE is also responsible for putting in place proper arrangements for the governance of its affairs, facilitating the effective exercise of its functions, and which includes arrangements for the management of risk and adequate and effective financial management.

Part 2: THE PURPOSE OF THE GOVERNANCE FRAMEWORK

The governance framework comprises the systems and processes, and culture and values, by which GwE is directed and controlled and its activities through which it accounts to, engages with and leads the community. It enables the authorities that are part of the GwE to monitor the achievement of its strategic objectives and to consider whether those objectives have led to the delivery of appropriate, cost effective services.

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an on-going process designed to identify and prioritise the risks to the achievement of GwE's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically.

The governance framework described above has been in place at GwE for the year ended 31 March 2017 and up to the date of approval of the statement of accounts.

Part 3: THE GOVERNANCE FRAMEWORK

3.1 Membership

The Councils have entered into an Agreement to establish and implement GwE pursuant to the powers conferred on them by Section 9 of the Local Government Wales Measure 2009, Section 2 of the Local Government Act 2000 Sections 101 and 102 of the Local Government Act 1972 and associated Regulations.

Membership of the Joint Committee includes one member each from Isle of Anglesey County Council, Gwynedd Council, Conwy County Borough Council, Denbighshire County Council, Flintshire County Council, and Wrexham County Borough Council with voting rights.

The Statutory Chief Education Officers, one from each local authority in north Wales, are currently officer members without voting rights.

One Diocese Representative, one Primary Schools Representative, one Secondary Schools Representative, one Special Schools Representative and one Governor Representative are co-opted non-voting members.

3.2 Functions

The Councils have signed an agreement on 13 February 2013 to formalise each of their roles and responsibilities in respect of the Service, and have appointed Gwynedd Council the Host Authority for operating and maintaining the Service in accordance with the terms of the agreed Final Business Case.

The agreement is comprehensive, and includes information on governance and administrative aspects of the Joint Committee. The agreement is the foundation of GwE's governance framework.

3.3 Principles

By signing the agreement, the Councils have agreed that they would maintain their relationship in accordance with the following principles of good governance:

- **Openness and Trust**

In relation to the Agreement the Councils will be open and trusting in their dealings with each other, make information and analysis available to each other, discuss and develop ideas openly and contribute fully to all aspects of making the joint working successful;

- **Commitment and Drive**

The Councils will be fully committed to working jointly, will seek to fully motivate employees and will address the challenges of the Service with drive, enthusiasm and a determination to succeed;

- **Skills and Creativity**

The Councils recognise that each brings complementary skills and knowledge which they will apply creatively to achieving the Councils' objectives, continuity, resolution of difficulties and the development of the joint working relationship and the personnel working within it;

- **Effective Relationships**

The roles and responsibilities of each Council will be clear with relationships developed at the appropriate levels within each organisation with direct and easy access to each other's representatives;

- **Developing and Adaptive**

The Councils recognise that they are engaged in what could be a long term relationship which needs to develop and adapt and will use reasonable endeavours to develop and maintain an effective joint process to ensure that the relationship develops appropriately and in line with these principles and objectives;

- **Reputation and Standing**

The Councils agree that, in relation to this Agreement and the Service generally, they shall pay the utmost regard to the standing and reputation of one another and shall not do or fail to do anything which may bring the standing or reputation of any other Council into disrepute or attract adverse publicity to any other Council;

- Reasonableness of Decision Making

The Councils agree that all decisions made in relation to this Agreement and the Service generally shall be made by them acting reasonably and in good faith;

- Necessary Consents

Each Council hereby represents to the other Councils that it has obtained all necessary consents sufficient to ensure the delegation of functions and responsibilities provided for by this Agreement; and

- Members and Officers' Commitments

Each Council shall use its reasonable endeavours to procure that their respective members and officers who are involved in the Service shall at all times act in the best interests of the Service, and respond in a timely manner to all relevant requests from the other Councils.

Part 4: EFFECTIVENESS OF THE GOVERNANCE FRAMEWORK

GwE has responsibility for conducting, at least annually, a review of the effectiveness of its governance framework including the system of internal control.

Gwynedd Council is the Host Authority of the Joint Committee. As a result, therefore, reviews of the effectiveness of the Local Code of Governance, the Constitution and the system of internal control of that authority will also incorporate the basis of the Joint Committee's governance.

Following the review conducted by Wales Audit Office & Estyn in January 2015, Welsh Government asked Estyn to follow up their review by inspecting and reporting on each consortium individually. The Estyn Regional Inspection took place during the two weeks commencing 18 April 2016. The report on the quality of school improvement services provided by the North Wales Consortium was produced on 30 June 2016.

https://www.estyn.gov.wales/sites/default/files/documents/GwE_I.pdf

The report was presented to the Joint Committee on the 6th of July 2016 with further discussions along with the presentation of the Regional Business Plan & Post Inspection Action Plan to the Joint Committee on the 22nd of September 2016.

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/360c646b-bb14-49c2-b26a-0328fc6f69fe.pdf>

Objectives

A Full Business Case has been provided for the Service, dated March 2012, with the business case showing evidence that clear objectives have been established and are SMART and that an appropriate work programme is in place.

A 3 Year Business Plan is in place for the service which has been approved by the Joint Committee & Welsh Government. The Business Plan ensures an appropriate work programme is in place & monitoring reports are presented to the Joint Committee at their meetings.

Structure, Roles and Responsibilities

The Joint Committee has been established, with appropriate membership.

There is a clear organisational structure for the service, but after receiving the new national model, there will be changes to the structure in the future due to changes in expectations on the part of the Service.

The terms of reference of the Joint Committee set out some of its responsibilities together with a list of members of the Joint Committee and voting rights. The role of the Authorities has been identified in the Agreement.

As a result of the adoption of the National Model For Regional Joint Working the governance structure of GwE has been the subject of a review. This has involved creating an Advisory Board and a Management Board and review of the structure of the Joint Committee. Elements of the structure are already functioning and will be fully adopted once approved by the Executives of all Partners and lead to a revised Inter Authority Agreement.

The agreement is in the process of being review following changes due to the National Model.

Leadership

The Joint Committee met on the following dates:

- 06/07/16
- 22/09/16
- 25/11/16
- 01/02/17
- 08/03/17

Risk Management

GwE's risk register is regularly updated. The relevance of the risk register will be kept under review.

Performance Management Systems

Under the agreement, the Service's Managing Director will report annually to the Joint Committee and to each individual Council on the performance of the Service in undertaking Functions and achieving Key Service Objectives.

The Annual Report for 2015/16 was presented to the Joint Committee at their meeting on 08/03/17.

User Needs and Complaints

The Service follows Gwynedd Council complaints procedure. During 2016/17 no complaints have been received.

In addition, it is possible for schools to provide feedback via the User Group that has been established to provide support to the Joint Committee as well as challenge. Appropriate representatives from secondary and primary schools of the 6 authorities belong to the user group.

The User Group is operating effectively because:

- It has the right to report and make recommendations to the Joint Committee on any matter within the scope of functions of the Service.
- The group met on the following dates:
 - 10/05/2016
 - 05/07/2016
 - 27/09/2016
 - 06/12/2016
 - 07/03/2017
- The group includes:
 - 6 Secondary representatives, one from each Authority
 - 6 Primary representatives, one from each Authority
 - 1 representatives of Special Schools
 - School Governors - 1 representative per Council.

Corporate Policies

At the balance sheet date, GwE function under the corporate policies of the host authority.

We have been advised on the implications of the result of the **review of the effectiveness of the governance framework** by GwE, and that the arrangements **continue to be regarded as fit for purpose in accordance with the governance framework**.

Part 5: SIGNIFICANT GOVERNANCE ISSUES

The processes outlined in previous sections of this statement describe the methods used by GwE to identify the most significant governance issues that need to be addressed.

GwE does not believe that any such issues have arisen during the assessment of its governance arrangements that warrant attention in this Annual Governance Statement.

Following the Estyn Regional Inspection in April 2016, the report on the quality of school improvement services provided by the North Wales Consortium was presented to the Joint Committee on 6 July 2016.

https://www.estyn.gov.wales/sites/default/files/documents/GwE_I.pdf

The Regional Business Plan & Post Inspection Action Plan was presented to the Joint Committee on the 22nd of September 2016.

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/360c646b-bb14-49c2-b26a-0328fcbf69fe.pdf>

Reports detailing the progress made against the business plan and post inspection action plan were presented to the Joint Committee on the 25th of November 2016 & the 8th of March 2017.

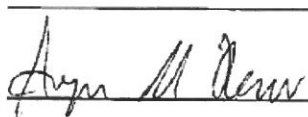
<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/dd449e4e-0d42-4c85-a8e4-15319310bf18.pdf>

<http://www.gwegogledd.cymru/Content/Uploaded/Downloads/GWE/4672dd05-d500-4987-9245-622d24d3848c.pdf>

Part 6: OPINION

The agreement is in the process of being review following changes due to the National Model.

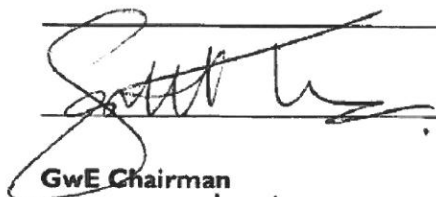
Over the coming year GwE will be preparing to respond to the next review of the National Model & will implement changes as required.



GwE Lead Officer

Date : 20/07/17

ARWYN LLOYD THOMAS
GwE MANAGING DIRECTOR



GwE Chairman

Date: 20/07/17

COUNCILLOR GARETH THOMAS
GWYNEDD COUNCIL



REPORT TO THE JOINT COMMITTEE

22/09/2017

Report by: GwE Managing Director

Subject: Initial report to the GwE Joint Committee on the region's performance

1.0 Purpose of the Report

1.1 To present early information on end of key stage performance for the 2016/17 academic year.

2.0 Background & Considerations

2.1 The main purpose of the report is to present early information on end of key stage performance for the 2016/2017 academic year.

2.2 We emphasise that only initial information on KS4 results is shared and that, so far, comparative and benchmark data cannot be accessed for any of the key stages. Due care is required when considering the information since neither the analysis nor the comparisons will be completed on national level until the turn of the year.

2.3 However, gaining early access to the kind of information contained in the report, and the opportunity to pose further questions, is an important contribution to the self-evaluation process and in responding to questions such as those listed below:

- How does the region's performance compare with the 2016 performance?
- How does the region's performance compare with the targets set for 2017?
- How have the 6 authorities performed?
- Are performances across the core subjects similar?
- Which aspects require improvements?

3.0 Recommendations

3.1 The Joint Committee is asked to note the content of the report.

4.0 Financial Implications

4.1 There are no financial implications arising from this report.

5.0 Equalities Impact

5.1 There are no new equalities implications arising from this report.

6.0 Personnel Implications

6.1 There are no new personnel implications arising from this report.

7.0 Consultation Undertaken

7.1 The GwE Management Board has been consulted during the development of the document.

8.0 Appendices

8.1 Initial report to the GwE Joint Committee on the region's performance

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

Nothing to add from the point of view of propriety

Statutory Finance Officer:

Nothing to add to the report from a financial propriety perspective.

Report to the GwE Joint Committee on the region's performance

September 2017

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REPORT ON THE PERFORMANCE OF SCHOOLS IN THE GWE REGION

[SEPTEMBER 2017]

Introduction

The main purpose of the report is to present early information on end of key stage performance for the 2016/2017 academic year. We emphasise that only initial information on KS4 results is shared and that, so far, comparative and benchmark data cannot be accessed for any of the key stages. Due care is required when considering the information since neither the analysis nor the comparisons will be completed on national level until the turn of the year.

However, gaining early access to the kind of information contained in the report, and the opportunity to pose further questions, is an important contribution to the self-evaluation process and in responding to questions such as those listed below:

- How does the region's performance compare with the 2016 performance?
- How does the region's performance compare with the targets set for 2017?
- How have the 6 authorities performed?
- Are performances across the core subjects similar?
- Which aspects require improvements?

Context

Table 1 shows the % of pupils of statutory school age entitled to free school meals over the last five years in comparison to Wales and the individual authorities.

Table 1: % pupils of statutory school age entitled to free school meals [FSM]

	2014		2015		2016		2017	
	%	Rank	%	Rank	%	Rank	%	Rank
Ynys Môn	18.5	11	17.4	11	17.0	10	15.9	7
Gwynedd	12.9	4	13.3	4	13.0	4	12.4	4
Conwy	18.1	10	17.1	9	16.2	8	16.8	9
Denbighshire	19.4	13	19.0	13	19.1	14	18.1	14
Flintshire	13.9	5	14.9	6	15.0	6	13.8	6
Wrexham	18.0	9	16.6	8	16.4	9	16.9	10
GwE	16.4	1	16.1	1	15.9	1	15.5	1
Cymru	19.1		18.8		18.4		17.8	

The ranking indicates the authorities' positions in comparison to the Welsh authorities, with the highest ranking indicating the smallest cohort of 5-15 year old pupils receiving FSM. The region's FSM % is the lowest out of the 4 consortia. The Table suggests that, providing that the right to free school meals is an appropriate measure of deprivation, Anglesey's performance in 2017, for instance, should be around seventh of all of the Welsh authorities, i.e. corresponding to the free school meal ranking (having moved from 10th position in 2016).

Executive Summary

Table 2 summarises the rankings of the authorities in comparison to the Welsh authorities in the main indicator at each key stage. The number in brackets indicates the authority's comparative ranking based on the percentage of 5-15 year old pupils receiving FSM [see Table 1].

Table 2: summary of the authorities' rankings in the main indicator for each key stage [FP, KS2, KS3 and KS4]

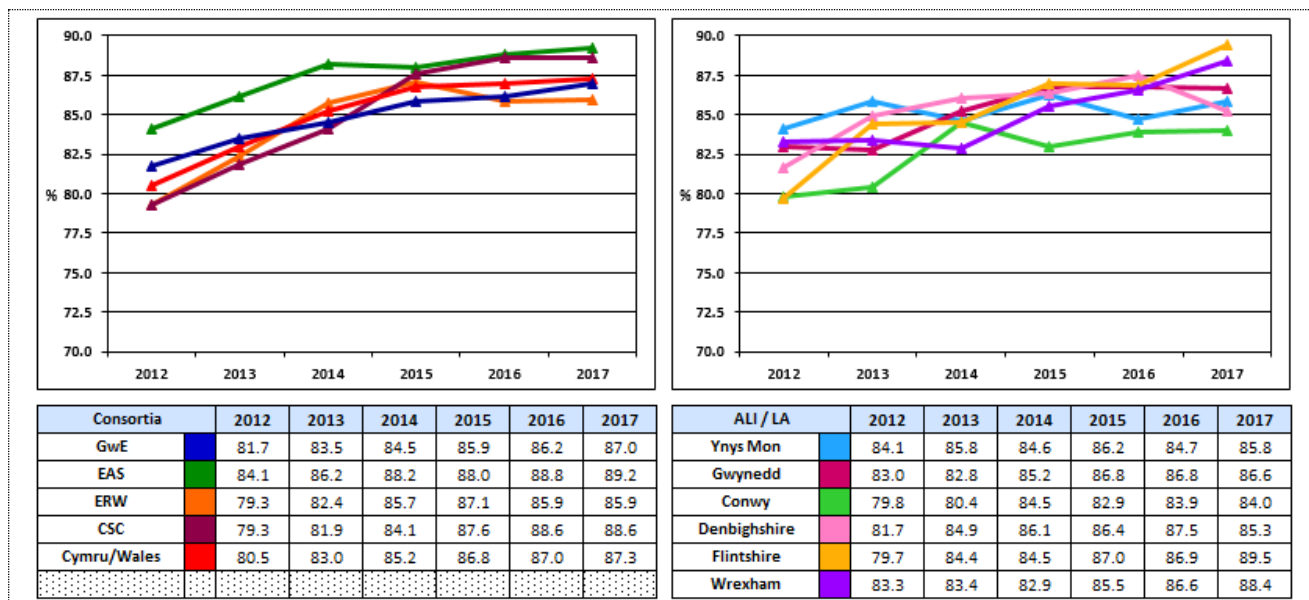
	2015				2016				2017			
	FPI	CSI KS2	CSI KS3	L2+	FPI	CSI KS2	CSI KS3	L2+	FPI	CSI KS2	CSI KS3	*L2+
Ynys Môn (7)	15	3	9	12	20	9	7	13	17	4	9	14
Gwynedd (4)	10	6	1	5	14	7	2	4	15	3	1	5
Conwy (9)	21	19	6	18	21	20	9	17	21	19	8	12
Denbighshire (14)	13	12	12	14	10	14	12	14	20	17	18	17
Flintshire (6)	9	11	7	8	13	5	6	10	5	6	5	8
Wrexham (10)	19	14	19	20	15	18	16	18	11	7	16	19
GwE (1)	4	2	1	3	3	3	1	3	3	1	1	3

*Number in brackets is the 2017 FSM ranking (1 year only) / L2+ 2017 based on unverified data

Foundation Phase

The progress within the region in the percentage of pupils achieving the Foundation Phase Indicator (FPI) over the last 2 years is higher than that seen on national level. In 2017, the greatest increase is in Wrexham and Flintshire. In 2017, despite a continued increase in the percentage of learners gaining the Foundation Phase Indicator (FPI) across the region, GwE's performance remains lower than expected (3rd out of the 4 consortia), providing that the right to free school meals is an appropriate measure of deprivation. Five of the 6 local authorities performed lower than expected in relation to their free school meal ranking (with only Flintshire performing better).

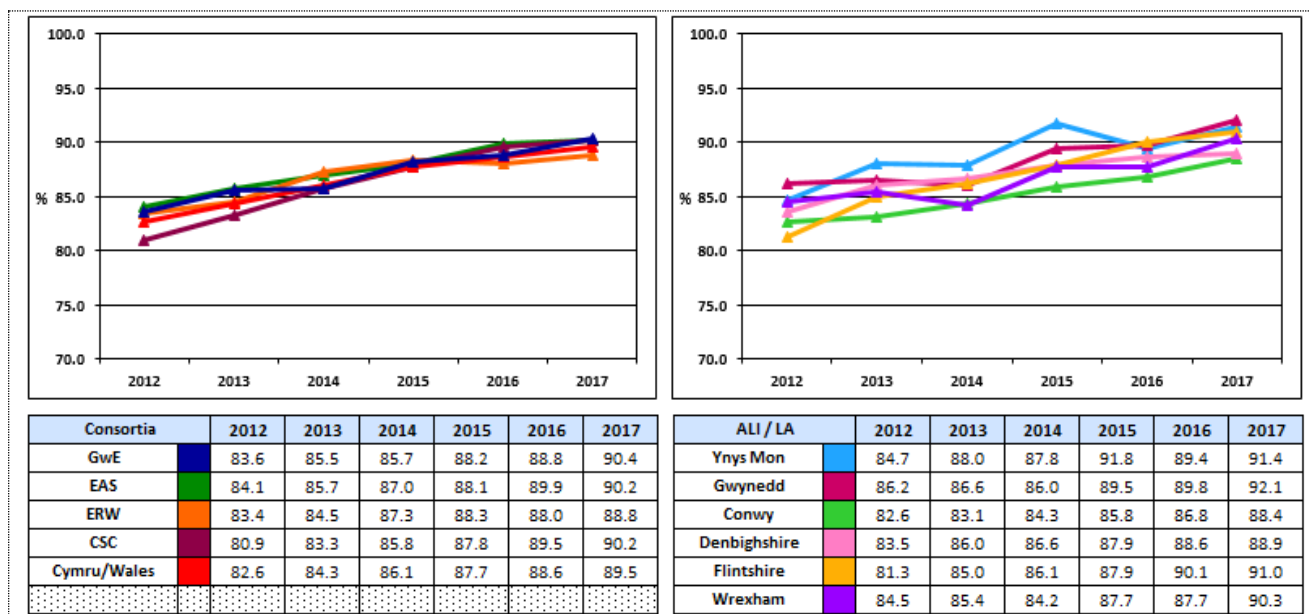
Table 3: % learners achieving in the Foundation Phase Indicator [FPI]



Key Stage 2

In 2017, GwE's performance in the Core Subject Indicator (CSI) has risen from 3rd position in the previous year to be 1st of the four consortia. Four of the 6 authorities perform better or similarly to their FSM ranking. The progress within the region in the percentage of pupils achieving the CSI over the last 2 years is higher than that seen on national level. In 2017, there is an increase in all Local Authorities with the greatest increase in Wrexham, Gwynedd and Ynys Mon. The performance of Conwy Local Authority is generally considerably lower than its corresponding FSM ranking at both the expected and higher levels.

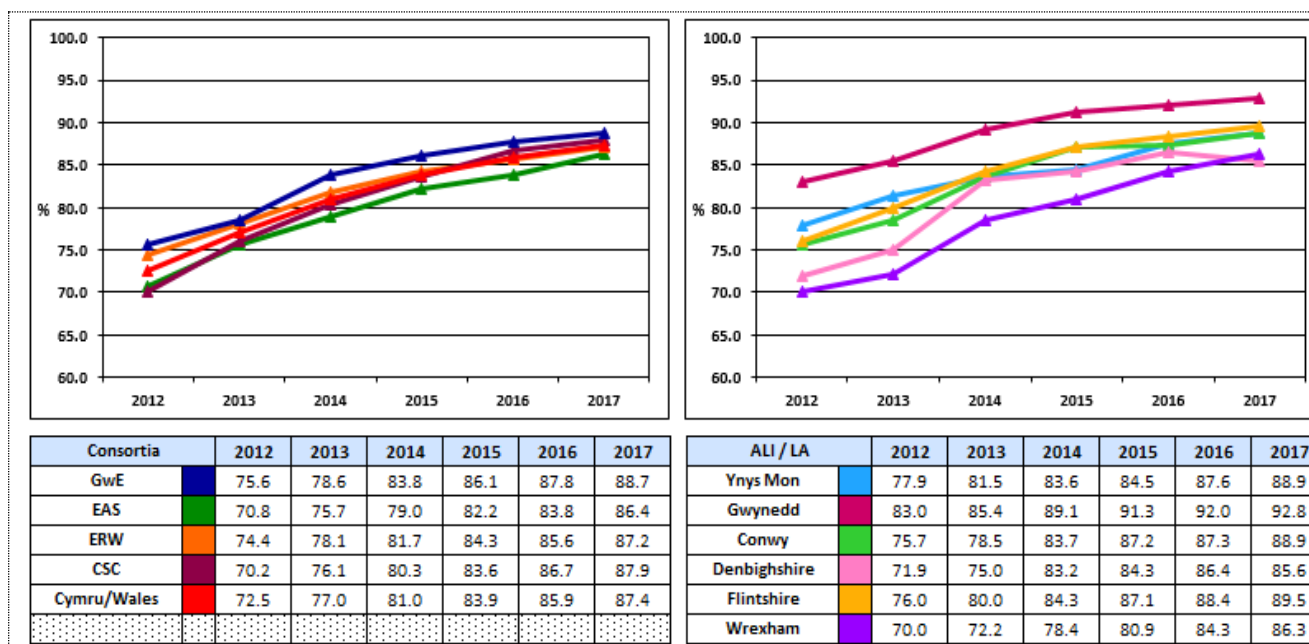
Table 4: % learners achieving in the Core Subject Indicator [CSI] at key stage 2 [KS2]



Key Stage 3

In 2017, further progress was seen in the percentage of pupils achieving in the Core Subject Indicator [CSI]. The region's performance continues to be the best out of the four consortia. The performance of Wrexham Local Authority remains considerably lower than its corresponding FSM ranking at both the expected and higher levels (with the exception of Welsh First Language).

Table 5: % learners achieving in the Core Subject Indicator [CSI] at key stage 3 [KS3]



Key Stage 4

In 2017, the new GCSE specifications for English, Welsh, Mathematics and Science were examined for the first time. Mathematics includes two new syllabuses (Numeracy and Mathematics) and either of these subjects contributes towards the Level 2 Inclusive Threshold (L2+). In addition, changes to the L2+ indicator, means that only English or Welsh First Language is included, whereas in the past Literature GCSE for either language also contributed. The percentage of pupils achieving the Level 2 Inclusive Threshold (L2+) has reduced on both a regional and national level. Provisional data suggest that GwE performance (53.2%) is 6.4% lower than that achieved in 2015-16 (ERW -7.6%, CSC -7.3% and EAS -3.4%). In 2017, the gap between the performance of GwE and the 2 consortia performing higher in the L2+ has closed by 1.2% with ERW and 0.9% with CSC.

Table 6 % learners achieving in the Level 2 Threshold (L2+)

Key stage 5

The model of delivery for Key Stage 5 varies within authorities and across the region. Provision is delivered by either individual schools, 6th form colleges, further education colleges or schools (and colleges) collaborating within the consortium. Unverified data suggest that the regional performance at A Level is below the national average (schools only).

HEADLINE SUMMARY

FOUNDATION PHASE

- The progress within the region in the percentage of pupils achieving the Foundation Phase Indicator (FPI) over the last 2 years is higher than that seen on national level (2016->2017 0.8% compared to 0.3% on a national level; 2015->2017 1.1% compared to 0.5% on a national level). In 2017, the greatest increase is in Wrexham (2.9%) and Flintshire (2.5%).
- In 2017, despite a continued increase in the percentage of learners gaining the Foundation Phase Indicator (FPI) across the region, GwE's performance remains lower than expected (3rd out of the 4 consortia), providing that the right to free school meals is an appropriate measure of deprivation. Five of the 6 local authorities performed lower than expected in relation to their free school meal ranking (with only Flintshire performing better).
- In 2017, there is a regional increase at the expected outcomes in the percentage achieving Welsh Language (1.3%), English Language (0.6%), Mathematical Development (0.6%) and Personal and Social Development (0.7%). In all cases the increase is greater than that seen on a national level. Generally, 4 of the 6 authorities perform lower than their expected FSM rankings across the range of indicators. However, Flintshire and Wrexham generally perform better or as expected.
- In 2017 at the higher outcomes (expected outcome +1), progress is higher or similar to the national progress: Welsh Language (2.7% compared to 1.9% nationally); English Language (2.3% compared to 1.9% nationally); Mathematical Development (2.3% compared to 2.3% nationally), and Personal Development (2.5% compared to 2.4% nationally). The performance of individual authorities across the region varies significantly and generally GwE's performance at the higher outcomes remains lower than expected (3rd out of the 4 consortia for Welsh Language, English Language and Mathematical Development). However, GwE's remains the highest performing region for Personal and Social Development.
- In 2017, there is a regional increase of 1.7% in the percentage of FSM learners achieving the FPI. There is an increase in 4 of the 6 local authorities with the greatest increase in Flintshire (4.2%) and Conwy (4.1%). There is a reduction in the percentage of FSM learners achieving the FPI in Gwynedd (-2.5%).
- There was an increase on a regional basis in the percentage of FSM learners achieving at the expected outcomes: Welsh Language (2.1%); English Language (1.5%); Mathematical Development (1.5%), and Personal Development (3.3%). This was also seen at the higher outcomes (expected outcome +1): Welsh Language (3.8%); English Language (0.6%); Mathematical Development (1.5%), and Personal Development (3.1%). There are still significant gaps between the performance of FSM and Non-FSM pupils in several authorities across the range of indicators. There is currently no published national comparative data.
- In 2017, the regional difference between the performances of the genders in the FPI (-7.2%) is similar to what is seen on a national level, with the greatest gap seen in Conwy and Gwynedd. The gap in the other 4 Local Authorities is less than the national average.
- Generally, the gender gap on a regional basis is less than the national average at the expected and higher outcomes (with the exception of Welsh Language and Professional Development at the expected outcome). However, the gap between the performances of boys and girls across the range of indicators varies significantly within the individual authorities.
- The region's performance is 2% below target for the FPI but very close to the final projection. With the exception of the FPI and Welsh Language, regional performance is within 1.5% of the target at the expected and higher outcomes.
- The gap between performance and target in the FPI is lowest in Flintshire (<1%), Wrexham (1%) and Denbighshire (2%), and greatest in Ynys Mon (3%), Gwynedd (4%) and Conwy (3%).
- In 2017, the percentage of Looked After Children in the region (54 in total) achieving the FPI fell for the second year to 64.8% following a large increase in 2015.
- The percentage of learners with English as an Additional Language (379 in total across the region) achieving the FPI continues to increase (83.4% in 2017).
- The percentage of Gypsy / Travellers (16 in total across the region) achieving the FPI fell slightly for the second year to 43.8%.
- The percentage of learners whose ethnicity is non-white British (588 in total across the region) achieving the FPI continues to increase (84.2% in 2017).
- In 2017, the percentage of learners with Special Educational Needs (Statemented and School Action Plus - 846 in total across the region) achieving the FPI increased to 42.1% (+3.4%).

KEY STAGE 2

- In 2017, GwE's performance in the Core Subject Indicator (CSI) has risen from 3rd position in the previous year to be 1st of the four consortia. Four of the 6 authorities perform better or similarly to their FSM ranking. Only 2 of the 6 authorities, Conwy (19th) and Denbighshire (17th), perform lower than their corresponding FSM ranking.
- The progress within the region in the percentage of pupils achieving the CSI over the last 2 years is higher than that seen on national level (2016->2017 1.6% compared to 0.9% on a national level; 2015->2017 2.2% compared to 1.8% on a national level). In 2017, there is an increase in all Local Authorities with the greatest increase in Wrexham (2.6%), Gwynedd (2.3%) and Ynys Mon (2.1%).
- In 2017, there is a regional increase at the expected level in the percentage achieving Welsh Language (1.6%), English Language (1.7%), Mathematics (1.2%) and Science (0.8%). In all cases the increase is greater than that seen nationally, with it being double that of the national average increase for both language subjects. Generally, with the exception of Conwy, the local authorities perform higher or similar to their expected FSM rankings. However, for Welsh First Language the regional and individual performance of most of the Local Authorities (with the exception of Denbighshire) is lower than their corresponding FSM ranking. It should be noted that the percentage of Welsh First Language learners is significantly higher in GwE compared to the other consortia.
- In 2017 at the higher level (expected level +1), progress is generally significantly higher than national average increase: Welsh Language (3.7% compared to 3.5% nationally); English Language (4.5% compared to 2.7% nationally); Mathematics (6.2% compared to 3.8% nationally), and Science (5.6% compared to 3.9% nationally). Although GwE's performance remains lower than expected (2nd out of the 4 consortia for Welsh Language and Mathematics and 3rd for English Language and Science), good progress has been made this year to improve the performance at the higher levels.
- In 2017, there is a regional increase of 2.3% in the percentage of FSM learners achieving the CSI. There is an increase in 5 of the 6 local authorities with the greatest increase in Ynys Mon (8.7%) and Wrexham (7.1%). There is a reduction in the percentage of FSM learners achieving the CSI in Flintshire (-4.4%).
- There is an increase on a regional basis in the percentage of FSM learners achieving at the expected level: Welsh Language (3.5%); English Language (1.8%); Mathematics (2.7%), and Science (1.5%). This was also seen at the higher level (expected level +1): Welsh Language (0.2%); English Language (3.3%); Mathematics (4.2%), and Science (4.2%). There are still significant gaps between the performance of FSM and Non-FSM pupils in several authorities across the range of indicators.
- In 2017, the regional difference between the performances of the genders in the CSI (-5.9%) is higher than the national average (-4.5%), with the greatest gap seen in Denbighshire (-8.4%) and Ynys Mon (-7.6%). Only in Gwynedd (-2.9%) is the gap smaller than the national average.
- Generally, the gender gap on a regional basis is higher than the national average at the expected and higher levels (with the exception of Welsh Language and Science at the higher level). The gap between the performances of boys and girls across the range of indicators varies significantly within the individual authorities.
- The region's performance is very close to its target for the CSI and slightly higher than the final projection. The gap between performance and target in the CSI is lowest in Flintshire, Wrexham, Ynys Mon, and Conwy (<1%) and greatest in Denbighshire and Gwynedd (1%).
- The performance in Mathematics and Science at the higher level was nearly 3% above target. The performance of Welsh First Language was 4% under its target at the expected level.
- In 2017, the percentage of Looked After Children in the region (82 in total) achieving the CSI fell slightly to 70.7%. However, there is an improving trend over a five year rolling period.
- In 2017, the percentage of learners with English as an Additional Language (162 in total across the region) achieving the CSI continues to increase 85.2% (+4.7%).
- The percentage of Gypsy / Travellers (24 in total across the region) achieving the CSI fell for the second year to 45.8%.
- The percentage of learners whose ethnicity is non-white British (458 in total across the region) achieving the CSI continues to increase (89.5% in 2017).
- In 2017, the percentage of learners with Special Educational Needs (Statemented and School Action Plus - 978 in total across the region) achieving the CSI increased to 52.2% (+5.2%).

KEY STAGE 3

- In 2017, further progress (1.0%) was seen in the percentage of pupils achieving in the Core Subject Indicator [CSI]. The region's performance continues to be the best out of the four consortia.
- Three of the 6 authorities perform better or similarly to their FSM ranking in the CSI, with Ynys Mon (9th), Denbighshire (18th) and Wrexham (16th) performing lower.
- In 2017, at the expected level in the core subjects, the region's performance is the highest of the four consortia with the exception of Welsh First Language (2nd).
- In 2017, at the higher level [expected level +1] in the core subjects, the region's performance is the highest of the four consortia with the exception of English Language (2nd).
- The performance of Wrexham Local Authority remains considerably lower than its corresponding FSM ranking at both the expected and higher levels (with the exception of Welsh First Language).
- In 2017 at the higher level (expected level +1), progress in the core subjects varies compared to the national average increase: Welsh Language (5.8% compared to 5.7% nationally); English Language (1.7% compared to 2.5% nationally); Mathematics (2.4% compared to 2.7% nationally), and Science (3.8% compared to 2.6% nationally).
- Only slight progress is seen in the percentage of FSM pupils achieving in the CSI (0.2% increase). There is an increase in 4 of the 6 local authorities with the greatest increase in Wrexham (3.2%), Gwynedd (2.8%) and Conwy (2.1%). However, there is a reduction in the percentage of FSM learners achieving the CSI in Flintshire (-4.5%) and Denbighshire (-0.7%).
- There is an increase on a regional basis in the percentage of FSM learners achieving at the expected level: Welsh Language (1.7%); English Language (1.5%); Mathematics (1.3%), and Science (0.9%).
- The percentage of FSM learners achieving at the higher level increased significantly in Welsh First Language (8.8%). However, the increase was much smaller in Mathematics (0.8%) and Science (0.5%) with a slight decrease for English Language (-0.8%). As in the other key stages, there are still significant gaps between the performance of FSM and Non-FSM pupils in several authorities across the range of indicators.
- In 2017, the regional difference between the performances of the genders in the CSI (-6.5%) is lower than the national average (-7.4%), with the greatest gap seen in Conwy (-7.5%), Denbighshire (-8.1%) and Wrexham (-9.7%).
- In 2017, the gender gap on a regional basis is lower than the national average at the expected and higher levels for all the core subjects.
- The region's performance is below target for the CSI (2%) but over 4% higher than the final projection.
- The gap between performance and target in the CSI is lowest in Gwynedd (<1%), Ynys Mon (1%) and Flintshire (<2%), and greatest in Conwy (2.5%), Wrexham (3.5%) and Denbighshire (4.5%).
- The regional performance for all the core subjects is within 2% of the target at the expected level.
- However, the gap between performance and target is greater at the higher level with English, Mathematics and Science around 3% lower than target.
- In 2017, the percentage of Looked After Children in the region (79 in total) achieving the CSI increased to 86.1% (+6.4%).
- In 2017, all learners with English as an Additional Language (88 in total across the region) achieved the CSI (+6.2%).
- The number of Gypsy / Travellers across the region totalled 5 or less and therefore performance cannot be shared so that individuals are not be identified.
- The percentage of learners whose ethnicity is non-white British (337 in total across the region) achieving the CSI increased to 96.1% (+2.1%).
- In 2017, the percentage of learners with Special Educational Needs (Statemented and School Action Plus - 831 in total across the region) achieving the CSI continued to increase to 72.3% (+0.5%).

KEY STAGE 4

Context

In 2017, the new GCSE specifications for English, Welsh, Mathematics and Science were examined for the first time. Mathematics includes two new syllabuses (Numeracy and Mathematics) and either of these subjects contributes towards the Level 2 Inclusive Threshold (L2+). In addition, changes to the L2+ indicator, means that only English or Welsh First Language is included, whereas in the past Literature GCSE for either language also contributed.

The percentage of pupils achieving the Level 2 Inclusive Threshold (L2+) has reduced on both a regional and national level. Provisional data suggest that GwE performance (53.2%) is 6.4% lower than that achieved in 2015-16 (ERW -7.6%, CSC -7.3% and EAS -3.4%). Performance is 11.8% below the target (65%) and 6.5% below final projection. However, this is significantly influenced by the changes noted above. In 2017, the gap between the performance of GwE and the 2 consortia performing higher in the L2+ has closed by 1.2% with ERW and 0.9% with CSC.

Analyses below carries a strong health warning as it is based on very raw provisional data available on 24th August 2017.

- The highest performing Local Authority in the L2+ is Gwynedd (58.3%) with Wrexham (49.1%) the lowest (gap of 8.4% between highest and lowest compared to 10.3% in 2016). The relative performance of the LA's has improved in Conwy (to 12th from 17th in 2016) and Flintshire (to 8th from 10th in 2016) whilst Ynys Mon (14th in 2017; 13th in 2016) and Wrexham (19th in 2017; 18th in 2016) remain lower than their FSM ranking. Denbighshire (17th) have slipped three places below their FSM ranking and have 7.5% of the cohort not in main stream education (all other LA have 4% or less of the cohort not in main stream education - lowest being Flintshire with 2.4%).
- In 2017, the percentage of pupils achieving A*-C in Welsh First Language (70.8%) decreased by 2.8% from the previous year (compared to -0.3% nationally). In the 2 LAs where all schools offer Welsh First Language, performance from 2015-16 significantly dipped in Ynys Mon and increased slightly in Gwynedd. For comparison, Welsh Literature is not included in the data for neither 2016 nor 2017.
- In 2017, the percentage of pupils achieving A*-C in GCSE English Language (61.6%) increased by 1.3% (compared to +0.3% nationally). The highest performing LA is Flintshire (65.4%) with Wrexham the lowest (57.7%). Results have significantly improved in 2 LAs (Conwy +5.4% and Wrexham +5.7%). For comparison, English Literature is not included in the data for neither 2016 nor 2017.
- In 2017, the percentage of pupils achieving A*-C in Mathematics (56.3%) is lower than the national average (60%). GwE's results have significantly decreased compared to 2016. The highest performing LA is Flintshire (62.3%) with Wrexham the lowest (51.7%). Only a few regional schools improved on their 2016 results in Mathematics. The percentage of pupils achieving A*-C regionally in Numeracy GCSE (57.6%) was 1.3% higher than the Mathematics 2017 results. Further analysis is needed to calculate the percentage of pupils that achieved either Mathematics or Maths Numeracy (i.e., the figure that contributes towards the L2+)
- In 2017, the percentage of pupils achieving 5A*-A (14.5%) increased by 0.5%. Performance is 2.4% below the target (16.9%) and 0.5% below final projection (15%). Results in 2017 improved in 3 regional LAs (Gwynedd, Conwy and Wrexham).
- For the Capped Points Score, Level 1, Level 2 and Science, full information on the 2017 performance is not yet available (incomplete and unverified data are included in Appendix 4).

KEY STAGE 5

The model of delivery for Key Stage 5 varies within authorities and across the region. Provision is delivered by either individual schools, 6th form colleges, further education colleges or schools (and colleges) collaborating within the consortium.

As a result, it is difficult to come to a meaningful conclusion on Key Stage 5 performance in schools within the region. Nonetheless, the data below suggests that schools' performance across the region requires improvement at A*-C and A*-A.

The following analyses is based on the WJEC data available on 17th August 2017 (with the exception of Wrexham that includes all examination boards). The data carries a strong health warning and may change when all examination boards are included in all local authorities.

- In 2017, the percentage of students in the regional schools achieving A*-A increased by 2% to 21.4%. However, this remains lower than the national average (25%).
- In 2017, the percentage achieving A*-C (73.2%) is also below the national average (75.3%).
- The percentage achieving A*-E (97.5%) increased slightly but is lower than the national average (97.7%)

A detailed analyses needs to be completed following publication of the All Wales Core Data Set and performance in specific subjects in the schools need to be scrutinised.

MAIN ASPECTS THAT REQUIRE IMPROVEMENT

FP, KS2 and KS3 TEACHER ASSESSMENTS

- Increase the pace of improvement in the Foundation Phase in Ynys Mon, Gwynedd, Conwy and Denbighshire Local Authorities
- Raise standards of Welsh First Language in both Foundation Phase and Key Stage 2
- Improve the performance of Conwy Local Authority at Key Stage 2
- Improve the performance of English Language at Key Stage 2 in Conwy and Denbighshire
- Close the gender gap at Key Stage 2
- Improve the performance of Wrexham Local Authority at Key Stage 3
- Improve the performance of FSM learners and especially in English Language
- Implement strategies to improve tracking, intervention and accountability to further close the gap between performance and target especially at the higher levels

KS4

- Ensure L3 business plans effectively addresses the need for bespoke and targeted support programmes at both LA and individual schools level to significantly improve performance in main indicator and core subjects.
- Ensure that all secondary schools have a specific programme for maintaining or improving standards at KS4 that has been agreed with their Governing Body.
- Ensure comprehensive support plans in place and effectively delivered for listed *high risk* schools and agree on follow-up action and timescale with respective LAs where concerns arise about pace of progress.
- Significantly reduce variation in performance between highest/lowest performing LAs and schools across main indicators and core subjects.
- Escalate collaboration with the LAs to address significant concerns in secondary schools that are continually underperforming.
- Improve regional performance in Maths and Maths Numeracy.
- Improve performance of FSM learners.
- Improve effectiveness of Senior Leadership Teams and Quality Assurance and accountability processes at KS4.
- Improve effectiveness of middle leaders in Quality Assurance and accountability processes at KS4 and in leading the teaching/learning, assessment and tracking.
- Ensure curriculum in each school is designed, planned and delivered to maximise performance in key indicators.
- Ensure more robust action is taken to verify the appropriateness of targets and progress towards targets, and take action to ensure that leaders at all levels make effective and timely use of tracking systems to plan effective intervention and to address underperformance/'coasting' performance [specifically in the context of read-across data].
- Ensure more effective School-to-School collaboration [at all levels] to disseminate best practice.

KS5

- Improve A-Level performance and especially at the higher grades
- Ensure that GwE has appropriate capacity to effectively support and challenge KS5 performance
- Develop a regional model for tracking and evaluating performance at KS5 and scrutinise performance in specific subjects in the schools across the region

APPENDIX 1 FOUNDATION PHASE

Table 7: Foundation Phase – Expected Level

DCS / FPI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	85.9	4	86.2	3	87.0	3	0.8	1.1
EAS	88.0	1	88.8	1	89.2	1	0.4	1.2
ERW	87.1	3	85.9	4	85.9	4	0.0	-1.2
CSC	87.6	2	88.6	2	88.6	2	0.0	1.0
Cymru / Wales	86.8		87.0		87.3		0.3	0.5

DCS / FPI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	86.2	15	84.7	20	85.8	17	1.2	-0.4
Gwynedd (4)	86.8	11	86.8	14	86.6	15	-0.2	-0.1
Conwy (9)	82.9	21	83.9	21	84.0	21	0.1	1.1
Denbighshire (14)	86.4	13	87.5	10	85.3	20	-2.2	-1.1
Flintshire (6)	87.0	9	86.9	13	89.5	5	2.6	2.5
Wrexham (10)	85.5	19	86.6	15	88.4	11	1.9	2.9
GwE (1)	85.9	4	86.2	3	87.0	3	0.8	1.1
Cymru / Wales	86.8		87.0		87.3		0.3	0.5

* Number in brackets - FSM (1 Yr) Ranking

Cymraeg D5+ / Welsh First Language O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	88.8	4	87.8	4	89.1	4	1.3	0.4
EAS	91.6	3	93.4	2	92.4	2	-1.0	0.8
ERW	92.2	2	90.9	3	91.1	3	0.2	-1.1
CSC	94.0	1	93.9	1	93.0	1	-0.9	-1.0
Cymru / Wales	91.3		90.7		90.9		0.2	-0.4

Cymraeg D5+ / Welsh First Language O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	89.8	18	86.2	21	90.3	16	4.1	0.5
Gwynedd (4)	88.4	20	88.7	17	88.3	19	-0.4	-0.1
Conwy (9)	84.6	21	84.5	22	87.2	20	2.7	2.6
Denbighshire (14)	91.9	12	89.6	16	90.6	14	1.0	-1.3
Flintshire (6)	91.2	15	88.1	20	94.1	7	5.9	2.9
Wrexham (10)	89.2	19	88.4	18	88.7	18	0.3	-0.4
GwE (1)	88.8	4	87.8	4	89.1	4	1.3	0.4
Cymru / Wales	91.3		90.7		90.9		0.2	-0.4

Saesneg D5+ / English O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	87.6	3	87.8	3	88.4	3	0.6	0.8
EAS	90.0	1	90.3	1	90.4	1	0.1	0.4
ERW	87.3	4	86.0	4	85.9	4	-0.1	-1.4
CSC	88.7	2	89.4	2	89.3	2	-0.1	0.6
Cymru / Wales	88.0		88.0		88.1		0.1	0.1

Saesneg D5+ / English O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	86.1	19	87.9	15	84.1	19	-3.8	-2.0
Gwynedd (4)	77.8	22	52.2	22	57.9	22	5.7	-19.9
Conwy (9)	86.1	18	86.8	18	85.7	18	-1.2	-0.5
Denbighshire (14)	87.6	12	88.0	13	86.4	16	-1.6	-1.2
Flintshire (6)	89.0	9	88.4	11	90.3	6	1.9	1.3
Wrexham (10)	87.2	13	87.9	14	90.0	7	2.1	2.8
GwE (1)	87.6	3	87.8	3	88.4	3	0.6	0.8
Cymru / Wales	88.0		88.0		88.1		0.1	0.1

Dat Math D5+ / Math Dev O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	89.4	4	89.5	3	90.1	3	0.6	0.7
EAS	90.7	1	91.3	1	91.4	2	0.1	0.7
ERW	89.8	3	88.9	4	89.2	4	0.3	-0.6
CSC	90.2	2	91.1	2	91.5	1	0.4	1.3
Cymru / Wales	89.7		89.9		90.3		0.4	0.6

Dat Math D5+ / Math Dev O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	89.4	14	87.9	21	89.1	18	1.2	-0.3
Gwynedd (4)	90.4	8	90.3	11	90.3	13	0.0	-0.2
Conwy (9)	87.9	20	88.0	20	87.4	21	-0.6	-0.5
Denbighshire (14)	89.4	15	90.3	10	88.8	20	-1.6	-0.6
Flintshire (6)	90.2	10	90.2	12	92.2	5	2.0	2.0
Wrexham (10)	88.7	18	89.5	17	91.1	11	1.6	2.4
GwE (1)	89.4	4	89.5	3	90.1	3	0.6	0.7
Cymru / Wales	89.7		89.9		90.3		0.4	0.6

Dat Personol D5+ / Personal Dev O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	95.1	2	94.4	3	95.1	2	0.7	0.0
EAS	95.6	1	95.0	1	95.2	1	0.2	-0.4
ERW	95.1	3	94.4	4	94.3	4	-0.1	-0.8
CSC	94.7	4	94.9	2	95.1	3	0.2	0.4
Cymru / Wales	94.8		94.5		94.7		0.2	-0.1

Dat Personol D5+ / Personal Dev O5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	95.8	6	93.7	21	94.9	12	1.1	-0.9
Gwynedd (4)	95.5	10	95.5	5	95.3	7	-0.2	-0.2
Conwy (9)	94.7	17	94.0	19	94.3	18	0.3	-0.4
Denbighshire (14)	95.7	7	94.9	9	94.4	17	-0.5	-1.3
Flintshire (6)	95.6	9	94.5	14	96.1	3	1.6	0.5
Wrexham (10)	93.9	21	94.0	18	95.1	9	1.1	1.2
GwE (1)	95.1	2	94.4	3	95.1	2	0.7	0.0
Cymru / Wales	94.8		94.5		94.7		0.2	-0.1

Table 8: Foundation Phase – expected outcome +1 (higher)

Cymraeg D6+ / Welsh First Language O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	36.9	3	34.8	4	37.5	3	2.7	0.6
EAS	32.0	4	36.1	2	38.9	2	2.8	6.9
ERW	37.4	2	35.4	3	36.8	4	1.4	-0.6
CSC	37.9	1	40.1	1	40.8	1	0.7	2.9
Cymru / Wales	36.9		36.2		38.1		1.9	1.2

Cymraeg D6+ / Welsh First Language O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	36.5	12	36.4	11	34.6	15	-1.8	-2.0
Gwynedd (4)	38.9	8	35.0	14	40.7	7	5.7	1.7
Conwy (9)	29.8	19	33.7	16	33.3	18	-0.4	3.5
Denbighshire (14)	35.9	14	35.6	12	34.4	17	-1.2	-1.5
Flintshire (6)	39.2	7	33.9	15	32.2	21	-1.7	-7.0
Wrexham (10)	36.6	11	31.0	19	38.5	11	7.5	1.9
GwE (1)	36.9	3	34.8	4	37.5	3	2.7	0.6
Cymru / Wales	36.9		36.2		38.1		1.9	1.2

Saesneg D6+ / English O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	33.6	4	36.2	2	38.6	3	2.3	5.0
EAS	36.3	1	39.3	1	41.1	1	1.8	4.8
ERW	34.3	2	34.3	4	34.4	4	0.1	0.1
CSC	33.8	3	36.2	3	39.2	2	3.0	5.4
Cymru / Wales	34.2		36.2		38.1		1.9	3.9

Saesneg D6+ / English O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	31.5	15	33.8	16	29.3	19	-4.5	-2.2
Gwynedd (4)	5.6	22	8.7	22	5.3	22	-3.4	-0.3
Conwy (9)	30.9	18	33.5	17	38.6	12	5.1	7.7
Denbighshire (14)	34.6	11	36.7	10	34.4	17	-2.2	-0.1
Flintshire (6)	36.5	7	36.7	9	40.0	7	3.2	3.4
Wrexham (10)	31.7	14	37.8	7	41.0	6	3.2	9.3
GwE (1)	33.6	4	36.2	2	38.6	3	2.3	5.0
Cymru / Wales	34.2		36.2		38.1		1.9	3.9

Dat Math D6+ / Math Dev O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	33.8	4	35.9	3	38.2	3	2.3	4.4
EAS	34.7	2	37.8	1	39.5	2	1.7	4.8
ERW	34.9	1	35.7	4	37.1	4	1.4	2.2
CSC	34.4	3	37.2	2	40.7	1	3.5	6.3
Cymru / Wales	34.3		36.4		38.7		2.3	4.4

Dat Math D6+ / Math Dev O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	36.0	6	35.0	16	35.0	19	0.0	-1.0
Gwynedd (4)	35.8	7	36.3	11	39.6	10	3.3	3.8
Conwy (9)	29.1	21	34.2	18	36.8	15	2.6	7.7
Denbighshire (14)	35.6	8	35.1	15	33.7	21	-1.4	-1.9
Flintshire (6)	34.2	11	36.4	10	40.6	7	4.2	6.4
Wrexham (10)	32.8	17	36.9	9	39.8	8	2.8	6.9
GwE (1)	33.8	4	35.9	3	38.2	3	2.3	4.4
Cymru / Wales	34.3		36.4		38.7		2.3	4.4

Dat Personol D6+ / Personal Dev O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	58.1	2	61.6	1	64.1	1	2.5	6.0
EAS	56.5	3	59.0	3	62.1	2	3.1	5.6
ERW	58.9	1	59.4	2	59.9	4	0.5	1.0
CSC	52.5	4	57.6	4	60.9	3	3.3	8.4
Cymru / Wales	56.0		58.9		61.3		2.4	5.3

Dat Personol D6+ / Personal Dev O6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	59.6	8	60.3	9	61.6	12	1.3	2.0
Gwynedd (4)	65.3	4	69.4	4	71.3	3	1.9	6.0
Conwy (9)	59.9	7	62.9	7	64.1	7	1.2	4.2
Denbighshire (14)	58.4	=10	67.7	5	68.1	6	0.3	9.6
Flintshire (6)	60.8	6	57.6	13	63.1	9	5.5	2.3
Wrexham (10)	47.9	21	55.6	16	57.7	17	2.1	9.8
GwE (1)	58.1	2	61.6	1	64.1	1	2.5	6.0
Cymru / Wales	56.0		58.9		61.3		2.4	5.3

Table 9: Foundation Phase – performance against targets and projections

GwE	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	87.0	0.8	89.0	-2.0	87.3	-0.3
Cymraeg D5+ / Welsh 1st Language O5+	89.1	1.3	93.1	-4.0	89.4	-0.3
Cymraeg D6+ / Welsh 1st Language O6+	37.5	2.7	41.3	-3.8	37.2	0.3
Saesneg D5+ / English O5+	88.4	0.6	89.3	-0.9	87.7	0.7
Saesneg D6+ / English O6+	38.6	2.3	38.7	-0.1	36.4	2.1
Dat Math D5+ / Math Dev O5+	90.1	0.6	90.9	-0.8	89.5	0.6
Dat Math D6+ / Math Dev O6+	38.2	2.3	39.6	-1.4	37.4	0.7
Dat Personol D5+ / Personal Dev O5+	95.1	0.7	94.6	0.5	94.8	0.3
Dat Personol D6+ / Personal Dev O6+	64.1	2.5	65.6	-1.5	59.4	4.7

YNYS MON	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	85.8	1.2	88.4	-2.6	87.7	-1.8
Cymraeg D5+ / Welsh 1st Language O5+	90.3	4.1	93.0	-2.7	89.8	0.5
Cymraeg D6+ / Welsh 1st Language O6+	34.6	-1.8	40.4	-5.8	35.0	-0.4
Saesneg D5+ / English O5+	84.1	-3.8	89.3	-5.2	84.6	-0.5
Saesneg D6+ / English O6+	29.3	-4.5	38.9	-9.6	30.3	-0.9
Dat Math D5+ / Math Dev O5+	89.1	1.2	90.9	-1.8	90.3	-1.2
Dat Math D6+ / Math Dev O6+	35.0	0.0	39.4	-4.4	36.4	-1.4
Dat Personol D5+ / Personal Dev O5+	94.9	1.1	95.0	-0.1	95.7	-0.8
Dat Personol D6+ / Personal Dev O6+	61.6	1.3	64.0	-2.4	61.5	0.1

GWYNEDD	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	86.6	-0.2	90.6	-4.0	87.2	-0.6
Cymraeg D5+ / Welsh 1st Language O5+	88.3	-0.4	95.0	-6.7	88.9	-0.6
Cymraeg D6+ / Welsh 1st Language O6+	40.7	5.7	44.1	-3.4	39.9	0.7
Saesneg D5+ / English O5+	57.9	5.7	28.1	29.8	40.0	17.9
Saesneg D6+ / English O6+	5.3	-3.4	3.1	2.1	13.3	-8.1
Dat Math D5+ / Math Dev O5+	90.3	0.0	92.1	-1.8	90.3	0.0
Dat Math D6+ / Math Dev O6+	39.6	3.3	44.0	-4.4	40.4	-0.8
Dat Personol D5+ / Personal Dev O5+	95.3	-0.2	96.4	-1.1	95.1	0.2
Dat Personol D6+ / Personal Dev O6+	71.3	1.9	71.2	0.1	66.4	4.9

CONWY	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	84.0	0.1	87.0	-3.0	83.3	0.7
Cymraeg D5+ / Welsh 1st Language O5+	87.2	2.7	88.0	-0.8	87.5	-0.3
Cymraeg D6+ / Welsh 1st Language O6+	33.3	-0.4	38.0	-4.7	32.0	1.3
Saesneg D5+ / English O5+	85.7	-1.2	88.0	-2.3	84.4	1.3
Saesneg D6+ / English O6+	38.6	5.1	35.0	3.6	33.9	4.7
Dat Math D5+ / Math Dev O5+	87.4	-0.6	89.0	-1.6	86.3	1.0
Dat Math D6+ / Math Dev O6+	36.8	2.6	36.0	0.8	35.6	1.2
Dat Personol D5+ / Personal Dev O5+	94.3	0.3	94.5	-0.2	93.5	0.7
Dat Personol D6+ / Personal Dev O6+	64.1	1.2	64.0	0.1	59.0	5.2

DENBIGHSHIRE	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	85.3	-2.2	87.0	-1.7	85.3	0.0
Cymraeg D5+ / Welsh 1st Language O5+	90.6	1.0	88.0	2.6	92.3	-1.6
Cymraeg D6+ / Welsh 1st Language O6+	34.4	-1.2	38.0	-3.6	34.0	0.4
Saesneg D5+ / English O5+	86.4	-1.6	88.0	-1.6	84.7	1.7
Saesneg D6+ / English O6+	34.4	-2.2	37.0	-2.6	30.8	3.6
Dat Math D5+ / Math Dev O5+	88.8	-1.6	88.0	0.8	86.0	2.8
Dat Math D6+ / Math Dev O6+	33.7	-1.4	36.0	-2.3	30.9	2.8
Dat Personol D5+ / Personal Dev O5+	94.4	-0.5	90.0	4.4	93.8	0.6
Dat Personol D6+ / Personal Dev O6+	68.1	0.3	65.0	3.1	56.3	11.8

FLINTSHIRE	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	89.5	2.6	89.9	-0.5	89.3	0.1
Cymraeg D5+ / Welsh 1st Language O5+	94.1	5.9	94.2	-0.2	93.3	0.8
Cymraeg D6+ / Welsh 1st Language O6+	32.2	-1.7	30.0	2.2	33.6	-1.4
Saesneg D5+ / English O5+	90.3	1.9	91.1	-0.8	89.6	0.6
Saesneg D6+ / English O6+	40.0	3.2	41.3	-1.3	39.0	1.0
Dat Math D5+ / Math Dev O5+	92.2	2.0	92.1	0.2	91.4	0.8
Dat Math D6+ / Math Dev O6+	40.6	4.2	40.5	0.1	38.5	2.1
Dat Personol D5+ / Personal Dev O5+	96.1	1.6	95.4	0.7	95.7	0.4
Dat Personol D6+ / Personal Dev O6+	63.1	5.5	65.0	-1.9	57.9	5.3

WREXHAM	CYFNOD SYLFAEN / FOUNDATION PHASE					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DCS / FPI	88.4	1.9	89.5	-1.1	89.1	-0.7
Cymraeg D5+ / Welsh 1st Language O5+	88.7	0.3	93.1	-4.3	87.9	0.9
Cymraeg D6+ / Welsh 1st Language O6+	38.5	7.5	41.0	-2.5	40.2	-1.7
Saesneg D5+ / English O5+	90.0	2.1	90.2	-0.2	90.6	-0.6
Saesneg D6+ / English O6+	41.0	3.2	39.8	1.2	39.6	1.4
Dat Math D5+ / Math Dev O5+	91.1	1.6	91.9	-0.8	91.2	-0.2
Dat Math D6+ / Math Dev O6+	39.8	2.8	40.0	-0.2	40.2	-0.4
Dat Personol D5+ / Personal Dev O5+	95.1	1.1	95.0	0.1	95.0	0.2
Dat Personol D6+ / Personal Dev O6+	57.7	2.1	64.0	-6.3	57.0	0.8

Table 10: Foundation Phase – performance of FSM learners

DCS / FPI	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
GwE	72.0	88.9	-16.9	73.3	89.0	-15.7	75.0	89.7	-14.7
EAS	77.2	91.2	-14.0	77.3	91.9	-14.6			
ERW	75.3	90.1	-14.8	73.1	89.0	-15.9			
CSC	75.9	91.0	-15.1	78.7	91.4	-12.7			
Cymru / Wales	75.1	90.0	-14.9	75.7	90.0	-14.3			

DCS / FPI	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
Ynys Mon	77.1	88.5	-11.4	69.0	88.0	-19.0	70.8	89.0	-18.3
Gwynedd	75.4	88.7	-13.3	76.5	88.6	-12.1	74.0	89.0	-15.0
Conwy	69.0	86.0	-17.1	69.4	86.8	-17.3	73.5	86.7	-13.2
Denbighshire	73.4	89.9	-16.6	74.6	91.0	-16.3	77.1	87.7	-10.6
Flintshire	71.2	90.1	-18.9	71.5	90.0	-18.4	75.7	92.0	-16.3
Wrexham	69.2	89.0	-19.8	76.5	89.0	-12.5	76.3	91.3	-15.0

Cymraeg D5+ / Welsh First Language O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
GwE	77.0	90.8	-13.8	73.7	90.0	-16.3	75.8	91.5	-15.7
Cymru / Wales	80.9	93.0	-12.1	80.0	92.2	-12.2			

Cymraeg D5+ / Welsh First Language O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
Ynys Mon	81.1	91.9	-10.8	65.4	90.0	-24.6	71.1	94.2	-23.1
Gwynedd	77.3	90.3	-13.0	77.9	90.7	-12.8	77.4	90.4	-13.0
Conwy	73.7	86.1	-12.5	63.2	86.2	-23.0	76.7	88.8	-12.2
Denbighshire	72.7	93.5	-20.8	90.9	89.8	1.1	81.5	92.2	-10.7
Flintshire	78.6	93.2	-14.6	66.7	90.5	-23.8	100.0	93.5	6.5
Wrexham	69.0	92.7	-23.8	63.2	90.9	-27.7	65.5	92.4	-26.9

Cymraeg D6+ / Welsh First Language O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
GwE	16.0	40.4	-24.4	13.8	37.9	-24.1	17.6	40.6	-23.0
Cymru / Wales	17.2	39.8	-22.6	16.8	38.9	-22.1			

Cymraeg D6+ / Welsh First Language O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
Ynys Mon	15.6	41.0	-25.5	6.2	41.8	-35.6	15.6	38.2	-22.7
Gwynedd	16.6	42.8	-26.3	18.2	37.9	-19.7	18.6	44.3	-25.7
Conwy	10.5	32.6	-22.1	5.3	36.0	-30.7	16.7	35.5	-18.9
Denbighshire	13.6	37.9	-24.3	18.2	37.2	-19.0	14.8	36.8	-22.0
Flintshire	21.4	42.0	-20.6	8.3	36.2	-27.9	0.0	35.2	-35.2

Wrexham	20.7	39.4	-18.7	10.5	33.0	-22.5	27.6	40.2	-12.6
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Saesneg D5+ / English O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
GwE	74.1	90.9	-16.8	76.6	90.6	-14.0	78.1	90.9	-12.8
Cymru / Wales	77.8	91.1	-13.3	78.1	91.0	-12.9			

Saesneg D5+ / English O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
Ynys Mon	75.6	89.0	-13.3	83.3	89.1	-5.8	80.0	84.9	-4.9
Gwynedd	100.0	63.6	36.4	0.0	55.0	-55.0	50.0	57.1	-7.1
Conwy	72.7	89.6	-16.8	75.2	89.6	-14.4	76.0	88.5	-12.5
Denbighshire	77.0	91.3	-14.3	74.3	92.6	-18.3	78.0	89.0	-11.0
Flintshire	74.3	92.0	-17.7	76.4	90.9	-14.5	77.9	92.6	-14.7
Wrexham	71.8	90.5	-18.7	78.6	90.5	-11.8	80.0	92.6	-12.6

Saesneg D6+ / English O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
GwE	16.9	37.5	-20.6	20.3	40.1	-19.8	20.9	42.7	-21.9
Cymru / Wales	17.7	39.1	-21.4	20.0	40.9	-20.9			

Saesneg D6+ / English O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
Ynys Mon	19.5	34.3	-14.8	14.6	40.4	-25.8	27.5	29.5	-2.0
Gwynedd	0.0	9.1	-9.1	0.0	10.0	-10.0	0.0	0.0	0.0
Conwy	14.5	34.9	-20.3	22.4	36.2	-13.8	21.4	43.5	-22.1
Denbighshire	20.8	39.3	-18.5	16.8	43.3	-26.6	19.5	39.4	-19.9
Flintshire	16.0	40.8	-24.8	18.8	40.4	-21.6	21.3	43.2	-22.0
Wrexham	15.8	35.1	-19.3	24.4	41.0	-16.6	20.4	45.9	-25.5

Dat Math D5+ / Math Dev O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
GwE	77.6	91.9	-14.3	77.9	92.1	-14.2	79.4	92.4	-13.0
Cymru / Wales	80.0	92.3	-12.3	80.4	92.5	-12.1			

Dat Math D5+ / Math Dev O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance	PYD FSM	Dim-PYD Non- FSM	Gwahan Variance
Ynys Mon	80.9	91.4	-10.5	75.2	90.6	-15.4	76.2	91.7	-15.6
Gwynedd	79.8	92.2	-12.5	79.8	92.1	-12.4	80.1	92.2	-12.1
Conwy	79.8	89.7	-9.9	75.6	90.6	-15.0	78.3	89.7	-11.4
Denbighshire	78.2	92.5	-14.2	79.3	93.3	-13.9	81.1	90.7	-9.7
Flintshire	76.8	92.8	-16.0	76.0	93.0	-17.0	80.3	94.4	-14.1
Wrexham	73.6	91.9	-18.4	80.1	91.8	-11.8	79.3	93.8	-14.5

Dat Math D6+ / Math Dev O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance
GwE	17.9	37.2	-19.3	19.5	39.3	-19.8	21.0	41.8	-20.8
Cymru / Wales	17.5	38.7	-21.2	19.8	40.7	-20.9			

Dat Math D6+ / Math Dev O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance
Ynys Mon	21.4	39.3	-17.9	14.0	39.6	-25.7	28.5	36.4	-7.9
Gwynedd	19.1	38.8	-19.7	17.5	39.7	-22.2	17.1	43.3	-26.2
Conwy	17.2	31.7	-14.4	20.6	36.9	-16.3	20.4	40.9	-20.5
Denbighshire	20.6	39.7	-19.1	16.9	39.7	-22.8	22.0	36.9	-14.9
Flintshire	13.2	38.5	-25.2	18.4	40.0	-21.6	19.3	44.3	-24.9
Wrexham	18.6	35.9	-17.2	25.6	39.5	-13.9	21.1	44.0	-22.9

Dat Personol D5+ / Personal Dev O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance
GwE	89.2	96.4	-7.2	86.8	96.1	-9.3	90.1	96.2	-6.1
Cymru / Wales	89.6	96.3	-6.8	89.0	96.0	-7.0			

Dat Personol D5+ / Personal Dev O5+	2015			2016			2017		
	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance
Ynys Mon	90.1	97.2	-7.2	86.0	95.5	-9.4	86.9	96.5	-9.6
Gwynedd	90.2	96.4	-6.2	89.1	96.5	-7.5	91.2	96.1	-4.9
Conwy	89.2	95.9	-6.8	85.6	95.6	-10.0	90.3	95.3	-5.0
Denbighshire	91.5	96.9	-5.4	85.4	97.2	-11.8	90.3	95.6	-5.3
Flintshire	89.1	97.0	-7.9	86.5	96.3	-9.8	90.7	97.1	-6.3
Wrexham	86.4	95.5	-9.1	87.9	95.6	-7.7	90.0	96.2	-6.3

Dat Personol D6+ / Personal Dev O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance
GwE	36.3	62.8	-26.4	40.7	66.0	-25.3	43.8	68.4	-24.6
Cymru / Wales	34.4	61.7	-27.4	37.7	64.4	-26.7			

Dat Personol D6+ / Personal Dev O6+	2015			2016			2017		
	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance	PYD FSM	Dim-PYD Non-FSM	Gwahan Variance
Ynys Mon	40.5	64.1	-23.6	35.7	65.9	-30.2	43.1	65.5	-22.4
Gwynedd	39.3	70.0	-30.7	50.8	72.7	-21.9	51.9	74.7	-22.8
Conwy	39.4	64.5	-25.1	37.8	68.1	-30.3	45.1	69.0	-23.8
Denbighshire	41.5	63.0	-21.4	47.4	73.0	-25.6	54.2	71.9	-17.7
Flintshire	35.4	65.9	-30.5	33.3	62.4	-29.1	39.0	67.4	-28.4
Wrexham	27.1	52.3	-25.2	40.9	59.0	-18.1	34.4	63.0	-28.5

Table 11: Foundation Phase – difference between the genders

DCS / FPI	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	81.8	90.1	-8.3	82.2	90.4	-8.2	83.5	90.7	-7.2
EAS	84.7	91.6	-6.9	84.8	93.1	-8.3	86.1	92.4	-6.3
ERW	83.4	91.0	-7.6	82.1	89.8	-7.7	82.2	89.8	-7.6
CSC	83.6	91.7	-8.1	84.4	92.9	-8.5	85.0	92.4	-7.4
Cymru / Wales	83.0	90.8	-7.8	83.0	91.2	-8.2	83.8	90.9	-7.1

DCS / FPI	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	81.1	91.3	-10.2	80.8	88.8	-7.9	82.8	88.9	-6.2
Gwynedd	81.6	92.1	-10.5	82.0	91.7	-9.7	83.0	91.0	-8.0
Conwy	80.3	85.5	-5.3	78.7	88.8	-10.1	79.2	88.9	-9.7
Denbighshire	82.5	90.7	-8.2	82.6	92.6	-10.0	82.0	88.6	-6.7
Flintshire	83.4	90.9	-7.5	83.6	90.3	-6.8	86.5	92.9	-6.4
Wrexham	80.8	90.0	-9.2	83.6	89.8	-6.2	84.9	92.0	-7.1

Cymraeg D5+ / Welsh First Language O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	84.2	93.3	-9.1	83.5	92.1	-8.6	85.7	92.8	-7.1
EAS	86.9	95.6	-8.7	90.2	96.6	-6.4	90.8	94.0	-3.2
ERW	89.0	95.2	-6.2	87.6	94.2	-6.6	88.5	93.6	-5.1
CSC	92.6	95.4	-2.8	91.3	96.5	-5.2	89.8	96.1	-6.3
Cymru / Wales	87.9	94.6	-6.7	87.1	94.1	-7.0	87.9	93.9	-6.0

Cymraeg D5+ / Welsh First Language O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	86.2	93.2	-7.0	83.4	89.3	-5.9	86.9	93.8	-6.8
Gwynedd	82.9	94.1	-11.3	83.5	94.0	-10.5	85.1	92.1	-7.0
Conwy	78.9	90.2	-11.2	78.4	89.4	-11.0	82.4	92.0	-9.6
Denbighshire	88.7	95.1	-6.5	86.6	92.5	-5.9	87.8	93.4	-5.7
Flintshire	90.2	91.8	-1.6	86.0	89.7	-3.7	93.3	94.8	-1.5
Wrexham	86.7	91.3	-4.7	84.0	92.7	-8.8	83.5	93.6	-10.1

Cymraeg D6+ / Welsh First Language O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	28.4	45.3	-17.0	27.9	41.7	-13.8	31.4	44.1	-12.7
EAS	26.5	36.7	-10.2	27.4	44.9	-17.5	33.2	44.6	-11.3
ERW	28.5	45.8	-17.3	26.9	43.7	-16.8	29.2	44.3	-15.1
CSC	29.8	45.9	-16.1	33.4	46.5	-13.1	33.8	47.4	-13.6
Cymru / Wales	28.6	44.8	-16.2	28.6	43.7	-15.1	31.2	44.9	-13.7

Cymraeg D6+ / Welsh First Language O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	29.5	43.2	-13.7	30.0	43.3	-13.3	30.4	39.0	-8.6
Gwynedd	28.6	49.8	-21.3	27.7	42.2	-14.5	33.2	49.4	-16.2
Conwy	25.7	34.0	-8.3	27.6	38.7	-11.1	25.7	40.9	-15.1
Denbighshire	29.8	42.0	-12.2	28.2	42.9	-14.7	25.2	43.4	-18.3
Flintshire	31.7	44.3	-12.6	28.0	38.2	-10.2	31.7	32.8	-1.1
Wrexham	24.4	47.1	-22.7	22.6	39.1	-16.4	37.9	39.1	-1.2

Saesneg D5+ / English O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	83.8	91.7	-7.9	83.7	92.0	-8.3	85.0	92.0	-7.0
EAS	87.3	93.0	-5.7	86.5	94.5	-8.0	87.1	93.8	-6.8
ERW	83.5	91.4	-7.9	81.8	90.4	-8.6	81.9	90.2	-8.3
CSC	84.6	93.2	-8.6	85.3	93.8	-8.5	85.8	93.0	-7.2
Cymru / Wales	84.3	91.9	-7.6	84.0	92.3	-8.3	84.6	91.8	-7.2

Saesneg D5+ / English O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	79.1	94.1	-14.9	82.5	93.3	-10.7	83.0	85.2	-2.2
Gwynedd	50.0	91.7	-41.7	50.0	57.1	-7.1	50.0	80.0	-30.0
Conwy	84.1	88.1	-3.9	82.1	91.7	-9.7	81.3	90.1	-8.8
Denbighshire	83.2	92.6	-9.4	82.9	93.3	-10.4	82.3	90.6	-8.2
Flintshire	85.4	93.0	-7.6	84.5	92.6	-8.2	87.4	93.7	-6.3
Wrexham	82.9	91.4	-8.5	85.2	90.9	-5.6	86.9	93.4	-6.5

Saesneg D6+ / English O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	27.0	40.5	-13.5	30.2	42.6	-12.4	33.1	44.5	-11.5
EAS	29.5	43.8	-14.3	33.8	45.3	-11.5	35.0	47.5	-12.5
ERW	27.3	42.0	-14.7	28.6	40.4	-11.8	27.9	41.5	-13.6
CSC	28.1	39.8	-11.7	30.7	42.2	-11.5	32.8	45.9	-13.1
Cymru / Wales	27.9	41.1	-13.2	30.6	42.2	-11.6	32.0	44.6	-12.7

Saesneg D6+ / English O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	20.0	44.6	-24.6	27.2	40.4	-13.2	26.0	32.4	-6.4
Gwynedd	0.0	8.3	-8.3	12.5	0.0	12.5	0.0	20.0	-20.0
Conwy	26.0	35.7	-9.8	26.3	40.8	-14.4	32.0	45.3	-13.2
Denbighshire	28.5	41.7	-13.2	30.6	43.1	-12.5	27.7	41.4	-13.8
Flintshire	30.0	43.9	-13.9	30.9	43.0	-12.1	35.4	45.5	-10.0
Wrexham	24.3	38.9	-14.6	32.3	43.7	-11.4	35.5	46.8	-11.4

Dat Math D5+ / Math Dev O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	87.2	91.6	-4.4	87.1	92.1	-5.0	88.1	92.3	-4.1
EAS	88.6	93.0	-4.4	88.6	94.3	-5.7	89.6	93.3	-3.8
ERW	87.6	92.1	-4.5	86.6	91.3	-4.7	87.0	91.5	-4.5
CSC	87.7	92.9	-5.2	88.3	94.2	-5.9	89.3	93.8	-4.5
Cymru / Wales	87.5	92.1	-4.6	87.3	92.6	-5.3	88.3	92.4	-4.1

Dat Math D5+ / Math Dev O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	86.2	92.6	-6.4	85.0	91.0	-6.0	88.0	90.3	-2.3
Gwynedd	87.6	93.4	-5.9	86.9	93.7	-6.9	88.0	93.0	-4.9
Conwy	87.9	88.0	-0.1	85.9	90.1	-4.2	84.0	90.7	-6.7
Denbighshire	87.4	91.7	-4.3	86.4	94.4	-8.0	87.5	90.1	-2.6
Flintshire	87.7	92.8	-5.1	88.8	91.6	-2.8	90.6	94.2	-3.6
Wrexham	86.2	91.2	-5.0	87.5	91.6	-4.1	88.8	93.4	-4.6

Dat Math D6+ / Math Dev O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	33.3	34.3	-1.0	36.0	35.8	0.2	38.2	38.1	0.0
EAS	33.6	35.9	-2.3	37.1	38.6	-1.5	38.8	40.1	-1.3
ERW	34.7	35.2	-0.5	36.3	35.2	1.1	36.5	37.7	-1.2
CSC	33.9	34.8	-0.9	37.2	37.2	0.0	40.1	41.2	-1.2
Cymru / Wales	33.8	34.8	-1.0	36.5	36.4	0.1	38.3	39.2	-0.9

Dat Math D6+ / Math Dev O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	33.8	38.3	-4.5	36.0	34.0	2.0	39.7	30.3	9.4
Gwynedd	34.7	36.9	-2.1	34.9	37.7	-2.8	36.9	42.8	-5.9
Conwy	31.0	27.2	3.8	34.3	34.0	0.3	37.0	36.7	0.3
Denbighshire	35.9	35.2	0.7	36.5	33.7	2.8	33.4	34.1	-0.7
Flintshire	33.8	34.6	-0.8	37.5	35.3	2.2	40.6	40.7	-0.1
Wrexham	31.1	34.5	-3.4	35.9	38.1	-2.2	39.9	39.7	0.2

Dat Personol D5+ / Personal Dev O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GwE	92.6	97.7	-5.1	92.1	96.9	-4.8	92.6	97.8	-5.3
EAS	93.5	97.8	-4.3	92.3	98.0	-5.7	93.2	97.3	-4.1
ERW	93.1	97.2	-4.1	92.0	96.8	-4.8	91.7	97.0	-5.3
CSC	91.9	97.6	-5.7	92.1	97.9	-5.8	92.5	97.7	-5.2
Cymru / Wales	92.5	97.3	-4.8	91.9	97.2	-5.3	92.2	97.2	-5.0

Dat Personol D5+ / Personal Dev O5+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	92.6	98.9	-6.4	91.5	96.2	-4.7	93.2	96.6	-3.4
Gwynedd	93.4	97.7	-4.3	92.7	98.2	-5.5	92.7	98.3	-5.7
Conwy	91.7	97.6	-5.9	90.5	97.3	-6.9	90.8	97.8	-7.0
Denbighshire	93.7	98.0	-4.3	91.7	98.1	-6.5	91.2	97.7	-6.5
Flintshire	93.3	98.2	-4.9	92.8	96.4	-3.6	94.2	98.4	-4.2
Wrexham	91.2	96.6	-5.4	92.4	95.6	-3.2	92.6	97.7	-5.0

Dat Personol D6+ / Personal Dev O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
GWE	48.2	68.3	-20.2	52.3	71.2	-18.9	55.9	73.0	-17.1
EAS	47.2	66.6	-19.4	48.8	70.1	-21.3	53.1	71.3	-18.2
ERW	49.2	68.9	-19.7	51.1	68.1	-17.0	51.3	69.0	-17.7
CSC	43.4	62.1	-18.7	49.0	66.5	-17.5	51.5	70.8	-19.3
Cymru / Wales	46.6	65.9	-19.3	50.0	68.3	-18.3	52.5	70.5	-18.0

Dat Personol D6+ / Personal Dev O6+	2015			2016			2017		
	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance	Bechgyn Boys	Merched Girls	Gwahan Variance
Ynys Mon	49.5	69.7	-20.2	53.4	67.7	-14.3	53.3	70.0	-16.7
Gwynedd	55.2	75.9	-20.7	59.9	79.1	-19.3	62.5	81.8	-19.2
Conwy	51.6	68.0	-16.4	53.2	72.3	-19.1	54.6	73.6	-19.0
Denbighshire	49.5	68.4	-18.9	58.6	77.1	-18.5	59.9	76.4	-16.5
Flintshire	49.9	72.6	-22.7	48.4	67.2	-18.8	55.8	71.9	-16.1
Wrexham	37.1	58.4	-21.3	45.8	66.2	-20.4	49.6	66.1	-16.5

APPENDIX 2: KEY STAGE 2

Table 12: Key Stage 2 – expected level

DPC / CSI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	88.2	2	88.8	3	90.4	1	1.6	2.2
EAS	88.1	3	89.9	1	90.2	2	0.3	2.1
ERW	88.3	1	88.0	4	88.8	4	0.8	0.5
CSC	87.8	4	89.5	2	90.2	3	0.7	2.4
Cymru / Wales	87.7		88.6		89.5		0.9	1.8

DPC / CSI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	91.8	3	89.4	9	91.4	4	2.1	-0.4
Gwynedd (4)	89.5	6	89.8	7	92.1	3	2.3	2.6
Conwy (9)	85.8	19	86.8	20	88.4	19	1.7	2.6
Denbighshire (14)	87.9	12	88.6	14	88.9	17	0.3	1.1
Flintshire (6)	87.9	11	90.1	5	91.0	6	0.9	3.1
Wrexham (10)	87.7	14	87.7	18	90.3	7	2.6	2.6
GwE (1)	88.2	2	88.8	3	90.4	1	1.6	2.2
Cymru / Wales	87.7		88.6		89.5		0.9	1.8

*Number in brackets - FSM (1 Yr) Ranking

Cymraeg L4+ / Welsh First Language L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	89.7	3	88.9	4	90.4	4	1.6	0.7
EAS	90.6	2	93.1	2	92.3	2	-0.8	1.7
ERW	89.5	4	90.0	3	91.4	3	1.4	1.9
CSC	93.6	1	95.1	1	94.1	1	-1.0	0.5
Cymru / Wales	90.5		90.8		91.6		0.8	1.1

Cymraeg L4+ / Welsh First Language L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	89.7	14	88.0	18	88.3	19	0.4	-1.3
Gwynedd (4)	90.4	12	89.2	16	91.1	12	2.0	0.7
Conwy (9)	87.4	18	87.3	19	91.3	11	4.0	3.9
Denbighshire (14)	90.6	11	90.5	14	92.4	10	1.9	1.8
Flintshire (6)	86.4	19	84.3	21	86.6	22	2.3	0.3
Wrexham (10)	88.9	15	92.5	12	89.7	16	-2.8	0.8
GwE (1)	89.7	3	88.9	4	90.4	4	1.6	0.7
Cymru / Wales	90.5		90.8		91.6		0.8	1.1

Saesneg L4+ / English L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	90.0	1	90.2	3	91.9	2	1.7	1.9
EAS	90.0	2	91.9	1	92.3	1	0.4	2.3
ERW	89.9	3	89.9	4	90.5	4	0.6	0.6
CSC	89.8	4	91.0	2	91.5	3	0.5	1.7
Cymru / Wales	89.6		90.3		91.1		0.8	1.5

Saesneg L4+ / English L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	93.2	3	90.1	13	92.6	6	2.5	-0.6
Gwynedd (4)	90.0	10	90.9	11	93.2	3	2.4	3.2
Conwy (9)	88.5	18	88.1	20	90.2	19	2.0	1.6
Denbighshire (14)	89.7	14	90.2	12	90.6	17	0.4	0.9
Flintshire (6)	90.1	9	91.2	6	92.6	7	1.4	2.5
Wrexham (10)	89.8	13	90.0	16	92.0	8	2.0	2.2
GwE (1)	90.0	1	90.2	3	91.9	2	1.7	1.9
Cymru / Wales	89.6		90.3		91.1		0.8	1.5

Maths L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	90.8	1	91.2	3	92.4	1	1.2	1.6
EAS	90.2	=3	91.7	=1	92.1	3	0.4	1.9
ERW	90.4	2	90.4	4	91.0	4	0.6	0.6
CSC	90.2	=3	91.7	=1	92.2	2	0.5	2.0
Cymru / Wales	90.2		91.0		91.6		0.6	1.4

Maths L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	93.5	3	91.2	14	93.1	4	1.9	-0.4
Gwynedd (4)	91.3	6	91.5	8	93.3	3	1.8	2.0
Conwy (9)	89.5	17	90.0	18	90.5	20	0.5	1.1
Denbighshire (14)	90.2	13	91.2	13	91.8	11	0.5	1.6
Flintshire (6)	90.9	9	92.3	3	93.0	5	0.6	2.1
Wrexham (10)	90.4	12	90.3	16	92.5	7	2.1	2.1
GwE (1)	90.8	1	91.2	3	92.4	1	1.2	1.6
Cymru / Wales	90.2		91.0		91.6		0.6	1.4

Gwyddon L4+ / Science L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	92.1	1	92.1	2	92.9	2	0.8	0.9
EAS	91.9	2	93.2	1	93.3	1	0.1	1.4
ERW	91.8	3	91.2	4	91.8	4	0.6	0.0
CSC	91.1	4	92.1	3	92.4	3	0.3	1.3
Cymru / Wales	91.4		91.7		92.2		0.5	0.8

Gwyddon L4+ / Science L4+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	93.9	3	92.9	6	93.8	5	0.9	-0.1
Gwynedd (4)	93.2	6	93.3	3	93.8	6	0.5	0.6
Conwy (9)	90.9	16	90.7	19	91.2	19	0.6	0.4
Denbighshire (14)	91.2	13	92.7	10	92.7	11	0.0	1.5
Flintshire (6)	92.1	10	92.8	9	93.2	8	0.4	1.1
Wrexham (10)	91.8	12	90.8	18	92.9	9	2.1	1.1
GwE (1)	92.1	1	92.1	2	92.9	2	0.8	0.9
Cymru / Wales	91.4		91.7		92.2		0.5	0.8

Table 13: Key Stage 2 – expected level +1 (higher)

Cymraeg L5+ / Welsh First Language L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	38.4	2	37.1	2	40.8	2	3.8	2.4
EAS	35.8	4	36.7	3	40.3	3	3.6	4.5
ERW	35.9	3	35.7	4	39.3	4	3.6	3.4
CSC	42.0	1	44.5	1	47.1	1	2.6	5.1
Cymru / Wales	38.0		38.0		41.5		3.5	3.5

Cymraeg L5+ / Welsh First Language L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	38.1	10	35.3	16	38.3	16	3.1	0.3
Gwynedd (4)	40.8	7	39.2	6	43.8	9	4.6	3.0
Conwy (9)	37.7	11	38.1	8	42.9	11	4.7	5.2
Denbighshire (14)	33.3	17	35.5	15	37.5	17	2.0	4.2
Flintshire (6)	38.6	8	37.3	12	32.3	20	-5.0	-6.4
Wrexham (10)	30.1	20	27.0	21	34.5	19	7.4	4.4
GwE (1)	38.4	2	37.1	2	40.8	2	3.8	2.4
Cymru / Wales	38.0		38.0		41.5		3.5	3.5

Saesneg L5+ / English L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	40.2	4	40.8	3	45.3	3	4.5	5.1
EAS	42.6	1	44.5	1	46.6	2	2.1	4.0
ERW	40.6	3	40.4	4	41.4	4	1.0	0.8
CSC	40.7	2	43.3	2	46.7	1	3.4	6.0
Cymru / Wales	40.8		42.0		44.7		2.7	3.9

Saesneg L5+ / English L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	42.9	7	41.1	11	46.4	8	5.3	3.5
Gwynedd (4)	43.6	6	42.2	7	47.0	5	4.8	3.4
Conwy (9)	37.2	18	40.3	15	45.3	12	5.0	8.0
Denbighshire (14)	38.2	17	38.5	19	41.4	17	2.9	3.2
Flintshire (6)	41.2	8	41.7	9	45.8	9	4.2	4.7
Wrexham (10)	38.9	15	40.7	14	45.6	11	4.9	6.6
GwE (1)	40.2	4	40.8	3	45.3	3	4.5	5.1
Cymru / Wales	40.8		42.0		44.7		2.7	3.9

Maths L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	40.8	3	42.1	3	48.3	2	6.1	7.5
EAS	42.4	1	46.0	1	47.9	3	1.9	5.5
ERW	40.3	4	41.1	4	44.0	4	2.9	3.7
CSC	42.2	2	44.7	2	48.9	1	4.2	6.7
Cymru / Wales	41.2		43.2		47.0		3.8	5.8

Maths L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	44.4	5	43.9	8	50.4	5	6.5	6.0
Gwynedd (4)	42.2	9	45.4	5	51.2	4	5.9	9.0
Conwy (9)	39.4	16	40.1	18	45.7	14	5.6	6.3
Denbighshire (14)	37.8	18	39.4	21	43.5	17	4.1	5.6
Flintshire (6)	41.7	10	42.3	13	49.4	7	7.1	7.7
Wrexham (10)	39.9	12	42.0	14	48.8	9	6.7	8.9
GwE (1)	40.8	3	42.1	3	48.3	2	6.1	7.5
Cymru / Wales	41.2		43.2		47.0		3.8	5.8

Gwyddon L5+ / Science L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	40.8	2	42.3	3	47.9	3	5.6	7.1
EAS	44.3	1	46.6	1	49.5	1	2.9	5.2
ERW	40.3	4	39.5	4	42.3	4	2.8	2.0
CSC	40.6	3	43.5	2	47.9	2	4.4	7.3
Cymru / Wales	41.2		42.5		46.4		3.9	5.2

Gwyddon L5+ / Science L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	40.9	12	40.4	15	49.5	6	9.1	8.6
Gwynedd (4)	46.8	5	45.8	5	51.2	4	5.4	4.4
Conwy (9)	34.8	20	39.3	16	47.0	10	7.7	12.2
Denbighshire (14)	41.4	8	41.6	13	46.2	14	4.6	4.9
Flintshire (6)	40.2	14	42.1	11	47.0	11	4.9	6.8
Wrexham (10)	41.0	=10	43.4	8	47.3	9	3.9	6.3
GwE (1)	40.8	2	42.3	3	47.9	3	5.6	7.1
Cymru / Wales	41.2		42.5		46.4		3.9	5.2

Table 14: Key Stage 2 – performance against targets and projections

GwE	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	90.4	1.6	90.5	-0.1	90.0	0.4
Cymraeg L4+ / Welsh 1st Language L4+	90.4	1.6	94.5	-4.1	90.6	-0.2
Cymraeg L5+ / Welsh 1st Language L5+	40.8	3.8	42.3	-1.5	39.4	1.4
Saesneg L4+ / English L4+	91.9	1.7	91.4	0.5	91.2	0.8
Saesneg L5+ / English L5+	45.3	4.5	44.5	0.8	43.7	1.6
Mathemateg L4+ / Mathematics L4+	92.4	1.2	92.2	0.1	92.0	0.4
Mathemateg L5+ / Mathematics L5+	48.3	6.1	45.4	2.9	46.1	2.1
Gwyddoniaeth L4+ / Science L4+	92.9	0.8	92.9	0.0	92.5	0.4
Gwyddoniaeth L5+ / Science L5+	47.9	5.6	45.1	2.8	46.3	1.6

YNYS MON	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	91.4	2.1	91.0	0.4	91.2	0.2
Cymraeg L4+ / Welsh 1st Language L4+	88.3	0.4	94.8	-6.5	90.8	-2.5
Cymraeg L5+ / Welsh 1st Language L5+	38.3	3.1	39.4	-1.1	38.8	-0.5
Saesneg L4+ / English L4+	92.6	2.5	91.5	1.1	93.0	-0.4
Saesneg L5+ / English L5+	46.4	5.3	43.2	3.2	48.2	-1.8
Mathemateg L4+ / Mathematics L4+	93.1	1.9	92.5	0.6	92.7	0.3
Mathemateg L5+ / Mathematics L5+	50.4	6.5	46.9	3.5	50.4	-0.1
Gwyddoniaeth L4+ / Science L4+	93.8	0.9	93.6	0.2	93.9	-0.1
Gwyddoniaeth L5+ / Science L5+	49.5	9.1	44.3	5.2	49.9	-0.4

GWYNEDD	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	92.1	2.3	90.8	1.3	90.7	1.3
Cymraeg L4+ / Welsh 1st Language L4+	91.1	2.0	96.3	-5.2	90.8	0.3
Cymraeg L5+ / Welsh 1st Language L5+	43.8	4.6	45.3	-1.5	41.9	1.9
Saesneg L4+ / English L4+	93.2	2.4	92.2	1.0	92.1	1.1
Saesneg L5+ / English L5+	47.0	4.8	47.5	-0.5	45.1	1.9
Mathemateg L4+ / Mathematics L4+	93.3	1.8	92.6	0.7	92.2	1.1
Mathemateg L5+ / Mathematics L5+	51.2	5.9	47.3	3.9	46.6	4.6
Gwyddoniaeth L4+ / Science L4+	93.8	0.5	93.5	0.3	92.7	1.0
Gwyddoniaeth L5+ / Science L5+	51.2	5.4	47.6	3.6	47.4	3.7

CONWY	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	88.4	1.7	88.9	-0.5	88.5	-0.1
Cymraeg L4+ / Welsh 1st Language L4+	91.3	4.0	89.0	2.3	90.5	0.8
Cymraeg L5+ / Welsh 1st Language L5+	42.9	4.7	39.0	3.9	41.8	1.0
Saesneg L4+ / English L4+	90.2	2.0	90.0	0.2	89.7	0.4
Saesneg L5+ / English L5+	45.3	5.0	42.0	3.3	41.7	3.6
Mathemateg L4+ / Mathematics L4+	90.5	0.5	91.0	-0.5	90.8	-0.3
Mathemateg L5+ / Mathematics L5+	45.7	5.6	42.0	3.7	45.0	0.7
Gwyddoniaeth L4+ / Science L4+	91.2	0.6	92.0	-0.8	90.6	0.6
Gwyddoniaeth L5+ / Science L5+	47.0	7.7	41.0	6.0	43.6	3.5

DENBIGHSHIRE	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	88.9	0.3	90.0	-1.1	88.2	0.7
Cymraeg L4+ / Welsh 1st Language L4+	92.4	1.9	89.0	3.4	92.8	-0.4
Cymraeg L5+ / Welsh 1st Language L5+	37.5	2.0	39.0	-1.5	34.9	2.7
Saesneg L4+ / English L4+	90.6	0.4	90.0	0.6	88.7	1.9
Saesneg L5+ / English L5+	41.4	2.9	42.0	-0.6	36.7	4.7
Mathemateg L4+ / Mathematics L4+	91.8	0.5	91.0	0.8	89.3	2.5
Mathemateg L5+ / Mathematics L5+	43.5	4.1	42.0	1.5	39.6	3.9
Gwyddoniaeth L4+ / Science L4+	92.7	0.0	91.0	1.7	91.4	1.3
Gwyddoniaeth L5+ / Science L5+	46.2	4.6	43.0	3.2	42.1	4.2

FLINTSHIRE	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	91.0	0.9	91.3	-0.3	90.5	0.5
Cymraeg L4+ / Welsh 1st Language L4+	86.6	2.3	96.5	-9.9	85.9	0.7
Cymraeg L5+ / Welsh 1st Language L5+	32.3	-5.0	41.3	-9.0	30.5	1.8
Saesneg L4+ / English L4+	92.6	1.4	92.1	0.4	91.3	1.3
Saesneg L5+ / English L5+	45.8	4.2	46.7	-0.8	45.0	0.9
Mathemateg L4+ / Mathematics L4+	93.0	0.6	93.4	-0.4	93.3	-0.3
Mathemateg L5+ / Mathematics L5+	49.4	7.1	47.9	1.5	47.3	2.1
Gwyddoniaeth L4+ / Science L4+	93.2	0.4	93.6	-0.4	93.0	0.2
Gwyddoniaeth L5+ / Science L5+	47.0	4.9	47.4	-0.3	46.8	0.2

WREXHAM	CYFNOD ALLWEDDOL 2 / KEY STAGE 2					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	90.3	2.6	90.6	-0.4	90.5	-0.2
Cymraeg L4+ / Welsh 1st Language L4+	89.7	-2.8	95.2	-5.6	88.6	1.0
Cymraeg L5+ / Welsh 1st Language L5+	34.5	7.4	39.5	-5.0	33.0	1.5
Saesneg L4+ / English L4+	92.0	2.0	92.0	0.0	92.2	-0.2
Saesneg L5+ / English L5+	45.6	4.9	43.6	1.9	45.4	0.2
Mathemateg L4+ / Mathematics L4+	92.5	2.1	92.4	0.1	92.7	-0.2
Mathemateg L5+ / Mathematics L5+	48.8	6.7	45.2	3.6	48.0	0.8
Gwyddoniaeth L4+ / Science L4+	92.9	2.1	93.5	-0.6	93.4	-0.5
Gwyddoniaeth L5+ / Science L5+	47.3	3.9	45.5	1.8	48.3	-1.0

Table 15: Key Stage 2 – performance of FSM learners

DPC / CSI	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	74.6	90.8	-16.2	76.0	91.2	-15.2	78.3	92.6	-14.3
EAS	77.3	90.9	-13.6	80.9	92.3	-11.4			
ERW	74.9	91.1	-16.2	74.3	90.9	-16.7			
CSC	75.6	91.4	-15.8	78.0	92.4	-14.4			
Cymru / Wales	75.1	90.8	-15.7	77.1	91.4	-14.3			

DPC / CSI	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	78.7	94.6	-15.9	75.0	92.2	-17.2	83.7	92.7	-9.1
Gwynedd	75.7	91.6	-15.9	82.1	90.9	-8.8	85.2	93.1	-7.9
Conwy	69.9	89.0	-19.0	67.9	90.0	-22.1	71.1	92.0	-21.0
Denbighshire	79.0	90.0	-11.0	79.0	90.9	-11.9	80.8	90.8	-10.0
Flintshire	72.0	90.6	-18.7	82.3	91.7	-9.4	77.9	93.1	-15.2
Wrexham	74.3	90.2	-15.9	68.9	91.5	-22.6	76.0	93.2	-17.2

Cymraeg L4+ / Welsh First Language L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	75.2	91.7	-16.5	75.9	90.4	-14.5	79.4	91.9	-12.5
Cymru / Wales	76.3	92.3	-16.0	80.4	92.1	-11.7			

Cymraeg L4+ / Welsh First Language L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	72.2	93.1	-20.9	68.3	91.2	-22.8	76.1	90.5	-14.4
Gwynedd	76.6	92.3	-15.7	79.1	90.6	-11.5	83.4	92.3	-8.9
Conwy	66.7	89.2	-22.5	75.0	88.2	-13.2	87.5	91.6	-4.1
Denbighshire	84.6	91.0	-6.3	85.7	90.7	-5.0	70.6	93.8	-23.2
Flintshire	71.4	87.7	-16.2	85.7	84.2	1.5	50.0	89.1	-39.1
Wrexham	80.0	89.9	-9.9	63.6	94.6	-31.0	71.4	92.2	-20.7

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	13.4	41.6	-28.2	17.3	39.3	-22.0	17.5	43.8	-26.3
Cymru / Wales	17.3	40.6	-23.3	16.7	40.6	-24.0			

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	16.7	41.9	-25.2	8.3	39.4	-31.0	11.9	42.7	-30.8
Gwynedd	14.6	44.4	-29.8	20.2	41.6	-21.5	20.4	47.1	-26.8
Conwy	5.6	40.4	-34.8	18.8	39.5	-20.7	18.8	44.7	-25.9
Denbighshire	0.0	35.3	-35.3	21.4	36.6	-15.1	11.8	39.4	-27.6
Flintshire	0.0	42.0	-42.0	28.6	37.9	-9.3	0.0	34.5	-34.5
Wrexham	13.3	31.9	-18.6	18.2	27.7	-9.5	23.8	35.9	-12.1

Saesneg L4+ / English L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	78.0	92.3	-14.3	79.6	92.2	-12.6	81.4	93.8	-12.4
Cymru / Wales	78.2	92.3	-14.1	80.3	92.7	-12.4			

Saesneg L4+ / English L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	82.0	95.7	-13.7	75.0	93.1	-18.1	86.7	93.6	-6.9
Gwynedd	76.4	92.1	-15.6	82.8	92.0	-9.1	87.7	94.0	-6.4
Conwy	76.3	91.0	-14.7	71.1	91.1	-20.0	75.1	93.3	-18.2
Denbighshire	80.5	91.9	-11.4	81.4	92.3	-10.9	83.3	92.2	-9.0
Flintshire	76.7	92.4	-15.8	85.3	92.4	-7.1	81.1	94.4	-13.3
Wrexham	77.4	92.2	-14.8	77.6	92.5	-14.9	79.1	94.7	-15.6

Saesneg L5+ / English L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	21.7	43.8	-22.1	22.1	44.4	-22.3	25.4	48.9	-23.6
Cymru / Wales	21.9	45.2	-23.3	21.8	46.6	-24.9			

Saesneg L5+ / English L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	23.0	46.7	-23.8	16.3	45.9	-29.6	30.6	49.0	-18.3
Gwynedd	23.6	46.6	-23.0	21.6	44.9	-23.3	27.2	49.8	-22.6
Conwy	18.5	41.0	-22.5	21.4	43.7	-22.3	22.3	50.2	-27.8
Denbighshire	20.0	42.6	-22.6	22.4	42.5	-20.1	24.1	45.5	-21.4
Flintshire	22.6	44.5	-21.9	21.5	45.6	-24.1	23.4	49.2	-25.8
Wrexham	22.6	42.0	-19.4	25.7	43.7	-18.0	27.1	49.2	-22.1

Maths L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	79.2	93.0	-13.8	80.5	93.2	-12.7	83.2	94.1	-10.9
Cymru / Wales	79.7	92.7	-13.0	81.2	93.3	-12.1			

Maths L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	84.4	95.5	-11.1	77.9	93.8	-15.9	87.8	93.9	-6.2
Gwynedd	78.6	93.4	-14.8	84.3	92.4	-8.1	86.4	94.3	-7.9
Conwy	76.3	92.1	-15.8	75.5	92.5	-17.1	74.1	93.9	-19.8
Denbighshire	84.0	91.7	-7.7	84.3	92.9	-8.6	85.7	93.2	-7.4
Flintshire	76.7	93.4	-16.7	85.7	93.7	-8.1	83.3	94.5	-11.2
Wrexham	77.8	92.8	-14.9	73.9	93.6	-19.8	84.1	94.2	-10.1

Maths L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	22.5	44.3	-21.8	23.1	45.7	-22.7	27.3	52.1	-24.8
Cymru / Wales	23.0	45.5	-22.6	23.5	47.7	-24.2			

Maths L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	22.1	49.0	-26.8	22.1	48.1	-26.0	33.7	53.1	-19.4
Gwynedd	30.7	44.2	-13.5	25.4	48.0	-22.6	31.5	54.0	-22.5
Conwy	20.8	43.1	-22.3	18.9	44.0	-25.1	24.9	50.2	-25.3
Denbighshire	19.0	42.4	-23.4	21.9	43.8	-21.9	27.6	47.2	-19.6
Flintshire	22.2	45.2	-23.0	21.5	46.3	-24.8	23.9	53.4	-29.5
Wrexham	22.2	43.2	-21.0	27.8	44.9	-17.1	26.7	53.2	-26.4

Gwyddon L4+ / Science L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	80.6	94.3	-13.7	81.9	94.1	-12.2	83.4	94.7	-11.3
Cymru / Wales	81.2	93.8	-12.6	82.0	94.1	-12.1			

Gwyddon L4+ / Science L4+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	83.6	96.2	-12.6	80.8	95.3	-14.5	87.8	94.8	-7.1
Gwynedd	82.1	94.8	-12.6	85.1	94.5	-9.4	88.3	94.6	-6.3
Conwy	80.9	92.9	-11.9	74.8	93.4	-18.6	77.2	94.2	-17.0
Denbighshire	84.5	92.9	-8.4	85.7	94.4	-8.7	85.7	94.3	-8.6
Flintshire	77.0	94.7	-17.6	87.2	94.0	-6.9	83.3	94.8	-11.5
Wrexham	78.3	94.4	-16.1	76.3	93.7	-17.4	81.8	95.2	-13.4

Gwyddon L5+ / Science L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	21.3	44.6	-23.3	22.1	46.2	-24.1	26.3	51.8	-25.5
Cymru / Wales	21.7	45.7	-24.0	21.9	47.3	-25.4			

Gwyddon L5+ / Science L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	18.9	45.5	-26.6	15.4	45.2	-29.8	31.6	52.4	-20.8
Gwynedd	27.1	49.8	-22.7	23.1	48.7	-25.6	27.2	54.5	-27.4
Conwy	16.8	38.4	-21.6	15.7	43.6	-27.8	25.9	51.5	-25.7
Denbighshire	24.5	45.5	-21.0	26.7	45.4	-18.7	30.0	49.9	-19.9
Flintshire	19.1	44.0	-24.9	19.6	46.5	-26.9	21.2	50.9	-29.8
Wrexham	22.2	44.6	-22.4	27.4	46.7	-19.3	25.6	51.6	-26.0

Table 16: Key Stage 2 – difference between the genders

DPC / CSI	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	85.5	91.1	-5.7	86.0	91.7	-5.7	87.5	93.4	-5.9
EAS	84.6	91.9	-7.3	88.1	91.7	-3.6	88.1	92.4	-4.3
ERW	85.5	91.2	-5.7	85.6	90.5	-4.9	86.7	91.2	-4.5
CSC	85.1	90.6	-5.5	86.5	92.5	-6.0	88.4	92.1	-3.7
Cymru / Wales	84.9	90.7	-5.8	86.1	91.3	-5.2	87.3	91.9	-4.5

DPC / CSI	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	91.8	91.8	-0.1	85.8	93.3	-7.5	87.9	95.5	-7.6
Gwynedd	85.4	94.2	-8.8	87.9	91.6	-3.7	90.6	93.5	-2.9
Conwy	82.2	89.8	-7.6	83.8	90.2	-6.4	85.4	91.6	-6.2
Denbighshire	85.8	90.2	-4.4	85.0	92.5	-7.5	84.8	93.2	-8.4
Flintshire	85.0	90.9	-5.9	87.9	92.3	-4.3	88.2	94.0	-5.7
Wrexham	85.1	90.3	-5.2	84.9	90.7	-5.8	87.4	93.3	-6.0

Cymraeg L4+ / Welsh First Language L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	87.1	92.6	-5.5	85.5	92.2	-6.7	86.6	94.2	-7.5
EAS	88.1	93.1	-5.0	91.1	95.1	-4.0	87.9	96.4	-8.5
ERW	85.5	93.6	-8.1	87.6	92.3	-4.7	89.0	93.6	-4.6
CSC	92.2	94.8	-2.6	93.1	97.1	-4.0	91.9	96.2	-4.3
Cymru / Wales	87.5	93.5	-6.0	88.2	93.4	-5.2	88.6	94.6	-6.0

Cymraeg L4+ / Welsh First Language L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	87.8	91.8	-4.0	83.7	93.2	-9.5	84.8	92.0	-7.2
Gwynedd	87.1	94.1	-7.0	85.9	92.3	-6.4	87.8	94.3	-6.5
Conwy	86.7	88.3	-1.6	84.3	90.2	-5.9	88.6	94.0	-5.4
Denbighshire	88.1	93.1	-5.0	86.4	94.7	-8.2	89.3	95.2	-5.9
Flintshire	81.8	90.9	-9.1	80.0	88.5	-8.5	77.4	95.4	-18.0
Wrexham	86.8	90.9	-4.1	94.0	91.3	2.7	83.1	96.5	-13.3

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	32.8	44.5	-11.6	31.5	42.5	-11.0	32.4	49.0	-16.5
EAS	27.0	44.5	-17.5	27.3	46.2	-18.9	30.9	49.1	-18.2
ERW	29.8	42.1	-12.3	27.0	44.2	-17.2	31.0	47.3	-16.2
CSC	35.2	48.0	-12.8	39.0	49.9	-10.9	36.8	57.0	-20.2
Cymru / Wales	31.7	44.3	-12.6	31.1	44.9	-13.8	32.7	50.0	-17.3

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	30.9	46.1	-15.2	26.6	45.7	-19.0	33.3	43.5	-10.1
Gwynedd	35.8	46.5	-10.7	33.5	44.6	-11.1	35.5	51.8	-16.2
Conwy	36.7	38.7	-2.1	35.5	40.7	-5.1	34.2	51.3	-17.1
Denbighshire	28.0	38.8	-10.8	30.5	40.7	-10.2	26.0	47.9	-22.0
Flintshire	27.3	50.0	-22.7	30.0	44.2	-14.2	16.1	47.7	-31.6
Wrexham	21.1	39.0	-17.9	29.9	25.0	4.9	27.0	42.4	-15.4

Saesneg L4+ / English L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	87.3	93.0	-5.7	87.1	93.4	-6.3	88.8	95.2	-6.5
EAS	86.5	93.8	-7.3	90.0	93.9	-3.9	90.0	94.6	-4.6
ERW	86.9	93.1	-6.2	87.3	92.7	-5.4	88.0	93.2	-5.2
CSC	86.9	92.8	-5.9	87.8	94.2	-6.4	89.5	93.6	-4.1
Cymru / Wales	86.6	92.8	-6.2	87.6	93.2	-5.6	88.7	93.7	-5.0

Saesneg L4+ / English L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	91.5	95.2	-3.7	86.1	94.6	-8.5	88.5	97.4	-9.0
Gwynedd	86.2	94.4	-8.2	88.9	92.7	-3.8	91.6	94.9	-3.3
Conwy	85.2	92.1	-6.9	84.5	92.4	-7.9	86.4	94.1	-7.7
Denbighshire	86.7	93.2	-6.4	86.3	94.4	-8.1	86.6	94.7	-8.1
Flintshire	87.6	92.7	-5.1	88.8	93.6	-4.8	89.4	95.9	-6.5
Wrexham	87.8	91.9	-4.0	87.0	93.2	-6.3	89.1	95.0	-5.9

Saesneg L5+ / English L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	33.7	47.4	-13.7	34.6	47.3	-12.7	38.5	52.4	-13.9
EAS	36.0	49.9	-13.9	39.0	50.2	-11.2	39.7	53.8	-14.1
ERW	34.8	46.6	-11.8	34.8	46.4	-11.6	35.6	47.6	-12.0
CSC	34.4	47.2	-12.8	37.2	49.6	-12.4	40.7	53.1	-12.4
Cymru / Wales	34.5	47.4	-12.9	36.1	48.1	-12.0	38.4	51.3	-12.9

Saesneg L5+ / English L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	36.4	50.2	-13.7	36.2	46.5	-10.3	41.5	52.1	-10.6
Gwynedd	37.7	50.3	-12.6	36.4	47.7	-11.3	39.8	53.9	-14.1
Conwy	32.3	42.6	-10.3	35.4	46.0	-10.6	39.5	51.3	-11.7
Denbighshire	32.9	44.4	-11.5	29.4	48.3	-18.8	34.2	49.0	-14.8
Flintshire	33.1	49.7	-16.6	35.6	47.8	-12.2	38.7	53.3	-14.6
Wrexham	31.4	46.6	-15.2	34.7	47.1	-12.4	38.1	53.3	-15.3

Maths L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	89.2	92.5	-3.3	89.5	92.9	-3.3	90.6	94.3	-3.7
EAS	87.8	92.9	-5.1	90.5	93.0	-2.5	90.8	93.4	-2.6
ERW	88.8	92.1	-3.3	89.0	91.8	-2.8	89.6	92.4	-2.8
CSC	88.4	92.1	-3.7	89.7	93.7	-4.0	91.1	93.4	-2.3
Cymru / Wales	88.4	92.1	-3.7	89.4	92.6	-3.2	90.3	93.1	-2.8

Maths L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	94.1	92.7	1.4	88.7	93.9	-5.3	90.4	96.2	-5.8
Gwynedd	88.5	94.6	-6.1	90.0	93.0	-3.1	92.7	94.0	-1.3
Conwy	87.6	91.5	-4.0	88.4	92.0	-3.6	88.7	92.5	-3.8
Denbighshire	89.7	90.7	-0.9	89.0	93.7	-4.7	89.5	94.2	-4.7
Flintshire	89.2	92.7	-3.5	91.6	93.1	-1.5	91.2	94.8	-3.6
Wrexham	88.3	92.6	-4.3	88.6	92.1	-3.5	90.5	94.5	-4.0

Maths L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	41.1	40.4	0.7	42.4	41.9	0.5	47.7	48.8	-1.1
EAS	41.2	43.7	-2.5	46.4	45.5	0.9	45.8	50.1	-4.3
ERW	40.6	40.0	0.6	41.6	40.5	1.1	44.4	43.5	0.9
CSC	41.6	42.9	-1.3	45.0	44.4	0.6	49.1	48.7	0.4
Cymru / Wales	41.0	41.5	-0.5	43.5	42.8	0.7	46.7	47.4	-0.8

Maths L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	45.7	42.9	2.8	44.3	43.3	1.0	49.2	51.8	-2.6
Gwynedd	41.6	43.0	-1.4	46.1	44.7	1.4	51.1	51.4	-0.3
Conwy	41.4	37.2	4.3	41.1	38.9	2.1	45.4	46.1	-0.7
Denbighshire	35.9	40.0	-4.1	38.3	40.6	-2.3	43.9	42.9	1.0
Flintshire	41.2	42.2	-1.0	43.2	41.4	1.8	49.0	49.9	-1.0
Wrexham	41.9	37.8	4.1	41.7	42.4	-0.7	47.3	50.3	-3.0

Gwyddon L4+ / Science L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	90.5	93.8	-3.2	90.3	94.1	-3.8	90.8	95.1	-4.3
EAS	89.5	94.6	-5.1	91.9	94.6	-2.7	91.5	95.1	-3.6
ERW	89.9	93.8	-3.9	89.7	92.7	-3.0	90.1	93.6	-3.5
CSC	89.4	92.8	-3.4	89.9	94.4	-4.5	91.2	93.7	-2.5
Cymru / Wales	89.6	93.3	-3.7	90.0	93.6	-3.6	90.6	94.0	-3.4

Gwyddon L4+ / Science L4+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	93.9	94.0	-0.1	89.6	96.5	-6.9	90.9	97.1	-6.2
Gwynedd	90.8	95.9	-5.1	92.0	94.5	-2.5	92.5	95.0	-2.5
Conwy	89.0	92.9	-3.9	88.0	93.7	-5.7	89.3	93.2	-3.9
Denbighshire	90.3	92.3	-2.1	91.3	94.2	-2.9	89.7	95.9	-6.2
Flintshire	90.4	93.8	-3.4	91.3	94.3	-3.0	91.1	95.4	-4.3
Wrexham	90.0	93.7	-3.7	89.2	92.5	-3.4	90.9	95.0	-4.1

Gwyddon L5+ / Science L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	39.9	41.9	-2.0	40.8	44.0	-3.2	45.3	50.6	-5.3
EAS	41.3	47.7	-6.4	45.0	48.2	-3.2	45.9	53.1	-7.2
ERW	39.1	41.6	-2.5	38.1	40.9	-2.8	40.8	43.8	-3.1
CSC	38.3	42.9	-4.6	41.1	45.9	-4.8	45.1	50.9	-5.7
Cymru / Wales	39.4	43.1	-3.7	40.7	44.3	-3.6	43.9	49.1	-5.2

Gwyddon L5+ / Science L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	41.0	40.8	0.2	37.4	43.6	-6.2	47.0	52.4	-5.4
Gwynedd	44.6	49.3	-4.8	45.4	46.1	-0.7	48.3	53.9	-5.6
Conwy	35.9	33.7	2.1	39.6	38.9	0.6	44.5	49.6	-5.1
Denbighshire	39.6	43.4	-3.7	37.9	45.6	-7.7	44.1	48.4	-4.3
Flintshire	38.7	41.7	-3.0	40.6	43.6	-3.0	45.5	48.6	-3.1
Wrexham	40.2	41.9	-1.7	41.9	45.0	-3.1	43.2	51.5	-8.3

APPENDIX 3: KEY STAGE 3

Table 17: Key Stage 3 – expected level

DPC / CSI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	86.1	1	87.8	1	88.7	1	1.0	2.6
EAS	82.2	4	83.8	4	86.4	4	2.6	4.2
ERW	84.3	2	85.6	3	87.2	3	1.6	2.9
CSC	83.6	3	86.7	2	87.9	2	1.2	4.3
Cymru / Wales	83.9		85.9		87.4		1.5	3.5

DPC / CSI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	84.5	9	87.6	7	88.9	9	1.3	4.3
Gwynedd (4)	91.3	1	92.0	2	92.8	1	0.8	1.5
Conwy (9)	87.2	6	87.3	9	88.9	8	1.5	1.7
Denbighshire (14)	84.3	12	86.4	12	85.6	18	-0.9	1.3
Flintshire (6)	87.1	7	88.4	6	89.5	5	1.1	2.4
Wrexham (10)	80.9	19	84.3	16	86.3	16	1.9	5.3
GwE (1)	86.1	1	87.8	1	88.7	1	1.0	2.6
Cymru / Wales	83.9		85.9		87.4		1.5	3.5

*Nifer mewn cromfachau – Safle PYD (1 flwyddyn) / Number in brackets - FSM (1 Yr) Ranking

Perfformiad yn erbyn meincnodau Llywodraeth Cymru [perfformiad disgwyledig a fodelwyd ar sail cymhwysedd PYD]									
DPC/CSI	2014			2015			2016		
	Gwir Actual	Meincnod Benchmark	Gwahan. Difference	Gwir Actual	Meincnod Benchmark	Gwahan. Difference	Gwir Actual	Meincnod Benchmark	Gwahan. Difference
Ynys Môn	84.8	82.8	2.0	85.5	85.1	0.4	88.4	87.6	0.8
Gwynedd	90.0	86.2	3.8	92.3	89.1	3.2	93.2	90.8	2.4
Conwy	85.1	82.9	2.2	88.0	86.0	2.0	88.5	88.2	0.3
Dinbych	84.2	83.2	1.1	85.8	85.9	-0.1	88.5	87.6	0.9
Sir y Fflint	85.8	86.2	-0.4	88.2	89.0	-0.8	89.6	90.1	-0.5
Wrecsam	80.8	83.1	-2.3	83.4	86.4	-3.0	87.4	88.9	-1.5

Cymraeg L5+ / Welsh First Language L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	92.3	1	92.9	1	93.9	2	1.0	1.6
EAS	88.2	4	87.4	4	88.0	4	0.6	-0.2
ERW	89.2	3	91.9	3	93.6	3	1.7	4.4
CSC	92.0	2	92.6	2	94.7	1	2.1	2.7
Cymru / Wales	90.9		92.0		93.5		1.5	2.6

Cymraeg L5+ / Welsh First Language L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	93.2	3/18	92.1	12	95.0	8	2.9	1.8
Gwynedd (4)	93.0	5/18	92.3	10	93.7	10	1.3	0.7
Conwy (9)	91.5	10/18	93.5	7	92.2	14	-1.3	0.7
Denbighshire (14)	92.5	7/18	92.5	9	92.4	13	0.0	-0.1
Flintshire (6)	80.0	18/18	96.8	4	95.1	7	-1.7	15.1
Wrexham (10)	93.9	2/18	97.5	2	96.6	2	-0.9	2.7
GwE (1)	92.3	1	92.9	1	93.9	2	1.0	1.6
Cymru / Wales	90.9		92.0		93.5		1.5	2.6

Saesneg L5+ / English L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	89.5	1	90.4	1	91.6	1	1.2	2.1
EAS	86.5	4	87.5	4	89.0	4	1.5	2.5
ERW	88.4	2	89.3	3	90.4	3	1.1	2.0
CSC	87.7	3	90.0	2	91.3	2	1.3	3.6
Cymru / Wales	87.9		89.2		90.5		1.3	2.6

Saesneg L5+ / English L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	87.9	11	90.5	9	92.9	5	2.4	5.0
Gwynedd (4)	91.3	7	92.5	5	93.6	4	1.1	2.3
Conwy (9)	91.4	6	90.9	7	91.2	9	0.3	-0.2
Denbighshire (14)	87.8	12	89.5	13	90.0	17	0.5	2.2
Flintshire (6)	91.4	5	91.1	6	92.5	6	1.4	1.1
Wrexham (10)	86.1	18	87.9	16	89.8	18	1.8	3.6
GwE (1)	89.5	1	90.4	1	91.6	1	1.2	2.1
Cymru / Wales	87.9		89.2		90.5		1.3	2.6

Maths L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	90.4	1	91.5	1	91.9	1	0.3	1.5
EAS	87.0	4	89.0	4	90.7	2	1.7	3.7
ERW	88.7	=2	89.5	3	90.5	4	1.0	1.8
CSC	88.7	=2	90.5	2	90.7	3	0.2	2.0
Cymru / Wales	88.7		90.1		90.8		0.7	2.1

Maths L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	88.9	11	90.8	10	91.0	13	0.2	2.0
Gwynedd (4)	93.4	1	94.0	2	94.8	1	0.8	1.4
Conwy (9)	91.1	7	92.2	6	92.1	8	-0.1	1.0
Denbighshire (14)	89.7	9	90.9	8	90.7	15	-0.2	1.0
Flintshire (6)	92.0	3	92.7	5	92.7	5	0.0	0.7
Wrexham (10)	85.9	20	87.9	19	89.2	18	1.2	3.3
GwE (1)	90.4	1	91.5	1	91.9	1	0.3	1.5
Cymru / Wales	88.7		90.1		90.8		0.7	2.1

Gwyddon L5+ / Science L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	93.7	1	94.2	1	94.6	1	0.4	0.9
EAS	91.0	4	91.5	4	93.0	3	1.5	2.0
ERW	91.4	3	92.5	3	92.8	4	0.3	1.4
CSC	91.6	2	93.3	2	94.1	2	0.8	2.5
Cymru / Wales	91.8		92.8		93.5		0.7	1.7

Gwyddon L5+ / Science L5+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	92.6	9	94.1	8	95.3	7	1.2	2.7
Gwynedd (4)	95.9	2	96.0	1	96.8	2	0.8	0.9
Conwy (9)	94.9	3	95.2	4	95.4	6	0.2	0.5
Denbighshire (14)	93.1	8	93.1	12	93.8	12	0.7	0.7
Flintshire (6)	94.3	6	94.8	7	95.1	10	0.3	0.8
Wrexham (10)	90.6	17	91.9	16	91.4	20	-0.5	0.7
GwE (1)	93.7	1	94.2	1	94.6	1	0.4	0.9
Cymru / Wales	91.8		92.8		93.5		0.7	1.7

Table 18: Key Stage 3 - expected level +1 (higher)

Cymraeg L6+ / Welsh First Language L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	59.8	1	61.3	2	67.1	1	5.8	7.3
EAS	51.8	=3	51.7	3	54.5	4	2.8	2.7
ERW	51.8	=3	51.1	4	60.5	3	9.4	8.7
CSC	58.2	2	63.1	1	62.8	2	-0.3	4.6
Cymru / Wales	56.1		57.2		62.9		5.7	6.8

Cymraeg L6+ / Welsh First Language L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	62.4	2	66.5	3	72.6	3	6.1	10.2
Gwynedd (4)	61.6	=6	60.7	8	67.2	5	6.5	5.5
Conwy (9)	56.1	10	57.9	10	61.3	10	3.3	5.2
Denbighshire (14)	58.3	9	47.3	16	60.9	12	13.5	2.6
Flintshire (6)	36.7	18	63.5	4	61.0	11	-2.5	24.3
Wrexham (10)	61.7	5	79.0	1	72.9	2	-6.1	11.1
GwE (1)	59.8	1	61.3	2	67.1	1	5.8	7.3
Cymru / Wales	56.1		57.2		62.9		5.7	6.8

Saesneg L6+ / English L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	54.5	1	57.7	2	59.4	2	1.7	4.9
EAS	51.5	4	52.9	4	55.6	4	2.7	4.1
ERW	51.6	3	55.6	3	58.5	3	2.9	6.9
CSC	53.4	2	58.2	1	60.7	1	2.5	7.3
Cymru / Wales	52.6		56.2		58.7		2.5	6.1

Saesneg L6+ / English L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	55.9	8	56.7	10	61.9	7	5.1	6.0
Gwynedd (4)	57.3	6	65.3	4	64.8	5	-0.4	7.5
Conwy (9)	58.2	5	57.4	8	58.3	12	0.9	0.0
Denbighshire (14)	48.8	17	54.7	14	57.7	14	3.0	8.8
Flintshire (6)	60.3	4	61.2	7	61.5	8	0.3	1.2
Wrexham (10)	45.3	19	49.3	18	52.6	19	3.4	7.3
GwE (1)	54.5	1	57.7	2	59.4	2	1.7	4.9
Cymru / Wales	52.6		56.2		58.7		2.5	6.1

Maths L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	62.1	1	64.4	1	66.8	1	2.4	4.7
EAS	56.9	4	60.2	4	63.1	4	2.9	6.2
ERW	59.5	3	62.1	3	65.1	3	3.0	5.6
CSC	59.6	2	64.0	2	66.4	2	2.4	6.8
Cymru / Wales	59.6		62.7		65.4		2.7	5.8

Maths L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	58.9	11	63.4	11	66.7	9	3.3	7.8
Gwynedd (4)	67.3	3	70.6	4	73.0	2	2.4	5.8
Conwy (9)	63.8	7	64.9	8	64.9	14	0.0	1.1
Denbighshire (14)	60.1	10	62.5	13	66.3	11	3.7	6.2
Flintshire (6)	65.8	5	67.1	6	67.9	7	0.8	2.1
Wrexham (10)	54.1	18	56.3	19	61.3	19	5.0	7.2
GwE (1)	62.1	1	64.4	1	66.8	1	2.4	4.7

Cymru / Wales	59.6		62.7		65.4		2.7	5.8
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Gwyddon L6+ / Science L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
GwE	60.3	2	63.8	2	67.7	1	3.8	7.4
EAS	54.4	4	59.8	4	62.8	4	3.1	8.4
ERW	56.9	3	61.6	3	64.2	3	2.7	7.3
CSC	61.8	1	65.9	1	67.3	2	1.4	5.5
Cymru / Wales	58.6		62.9		65.5		2.6	6.9

Gwyddon L6+ / Science L6+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16 -> 17	15 -> 17
Ynys Mon (7)	56.2	14	62.0	13	68.0	8	6.0	11.8
Gwynedd (4)	68.6	2	70.5	4	76.0	2	5.5	7.4
Conwy (9)	62.7	6	65.4	9	67.4	11	2.0	4.7
Denbighshire (14)	58.0	13	60.8	14	65.0	13	4.3	7.1
Flintshire (6)	62.3	7	64.6	10	67.4	10	2.9	5.1
Wrexham (10)	51.2	19	58.8	17	62.0	18	3.2	10.8
GwE (1)	60.3	2	63.8	2	67.7	1	3.8	7.4
Cymru / Wales	58.6		62.9		65.5		2.6	6.9

Table 19: Key Stage 3 – performance against targets and projections

GwE	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	88.7	1.0	90.8	-2.1	84.4	4.4
Cymraeg L5+ / Welsh 1st Language L5+	93.9	1.0	95.6	-1.7	92.6	1.3
Cymraeg L6+ / Welsh 1st Language L6+	67.1	5.8	66.6	0.5	64.8	2.3
Saesneg L5+ / English L5+	91.6	1.2	92.3	-0.7	88.1	3.5
Saesneg L6+ / English L6+	59.4	1.7	64.1	-4.6	56.6	2.9
Mathemateg L5+ / Mathematics L5+	91.9	0.3	93.3	-1.4	89.3	2.6
Mathemateg L6+ / Mathematics L6+	66.8	2.4	69.6	-2.8	63.6	3.2
Gwyddoniaeth L5+ / Science L5+	94.6	0.4	95.9	-1.3	92.0	2.7
Gwyddoniaeth L6+ / Science L6+	67.7	3.8	70.2	-2.5	65.4	2.2

YNYS MON	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	88.9	1.3	90.1	-1.2	88.2	0.6
Cymraeg L5+ / Welsh 1st Language L5+	95.0	2.9	93.8	1.2	93.5	1.5
Cymraeg L6+ / Welsh 1st Language L6+	72.6	6.1	68.6	4.0	69.5	3.1
Saesneg L5+ / English L5+	92.9	2.4	92.2	0.7	90.6	2.3
Saesneg L6+ / English L6+	61.9	5.1	60.6	1.3	60.8	1.0
Mathemateg L5+ / Mathematics L5+	91.0	0.2	92.6	-1.6	90.0	1.0
Mathemateg L6+ / Mathematics L6+	66.7	3.3	67.3	-0.6	63.7	3.0
Gwyddoniaeth L5+ / Science L5+	95.3	1.2	95.3	0.0	91.7	3.6
Gwyddoniaeth L6+ / Science L6+	68.0	6.0	68.8	-0.8	64.3	3.7

GWYNEDD	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	92.8	0.8	92.4	0.4	93.3	-0.5
Cymraeg L5+ / Welsh 1st Language L5+	93.7	1.3	97.3	-3.6	94.3	-0.6
Cymraeg L6+ / Welsh 1st Language L6+	67.2	6.5	64.5	2.7	64.5	2.7
Saesneg L5+ / English L5+	93.6	1.1	94.2	-0.6	93.9	-0.3
Saesneg L6+ / English L6+	64.8	-0.4	67.2	-2.4	66.0	-1.2
Mathemateg L5+ / Mathematics L5+	94.8	0.8	94.0	0.8	94.6	0.2
Mathemateg L6+ / Mathematics L6+	73.0	2.4	72.2	0.8	71.3	1.7
Gwyddoniaeth L5+ / Science L5+	96.8	0.8	95.8	1.0	96.0	0.8
Gwyddoniaeth L6+ / Science L6+	76.0	5.5	72.6	3.4	75.1	0.9

CONWY	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	88.9	1.5	91.4	-2.5	77.4	11.5
Cymraeg L5+ / Welsh 1st Language L5+	92.2	-1.3	94.8	-2.6	80.2	11.9
Cymraeg L6+ / Welsh 1st Language L6+	61.3	3.3	72.5	-11.2	66.7	-5.4
Saesneg L5+ / English L5+	91.2	0.3	92.0	-0.8	87.1	4.1
Saesneg L6+ / English L6+	58.3	0.9	69.1	-10.8	56.9	1.4
Mathemateg L5+ / Mathematics L5+	92.1	-0.1	92.7	-0.6	85.8	6.3
Mathemateg L6+ / Mathematics L6+	64.9	0.0	73.2	-8.3	60.9	4.0
Gwyddoniaeth L5+ / Science L5+	95.4	0.2	97.4	-2.0	93.6	1.8

Gwyddoniaeth L6+ / Science L6+	67.4	2.0	77.1	-9.7	68.7	-1.4
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DENBIGHSHIRE	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	85.6	-0.9	90.1	-4.5	83.6	2.0
Cymraeg L5+ / Welsh 1st Language L5+	92.4	0.0	90.1	2.3	92.9	-0.5
Cymraeg L6+ / Welsh 1st Language L6+	60.9	13.5	58.8	2.1	55.8	5.1
Saesneg L5+ / English L5+	90.0	0.5	90.1	-0.1	86.8	3.2
Saesneg L6+ / English L6+	57.7	3.0	57.4	0.3	52.1	5.6
Mathemateg L5+ / Mathematics L5+	90.7	-0.2	92.6	-1.9	88.9	1.8
Mathemateg L6+ / Mathematics L6+	66.3	3.7	65.8	0.5	59.4	6.9
Gwyddoniaeth L5+ / Science L5+	93.8	0.7	95.1	-1.3	90.2	3.6
Gwyddoniaeth L6+ / Science L6+	65.0	4.3	65.0	0.0	60.0	5.0

FLINTSHIRE	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	89.5	1.1	90.9	-1.3	85.4	4.1
Cymraeg L5+ / Welsh 1st Language L5+	95.1	-1.7	97.8	-2.7	89.5	5.6
Cymraeg L6+ / Welsh 1st Language L6+	61.0	-2.5	65.6	-4.6	55.8	5.2
Saesneg L5+ / English L5+	92.5	1.4	92.7	-0.3	89.4	3.1
Saesneg L6+ / English L6+	61.5	0.3	66.8	-5.2	56.3	5.2
Mathemateg L5+ / Mathematics L5+	92.7	0.0	94.4	-1.8	90.3	2.4
Mathemateg L6+ / Mathematics L6+	67.9	0.8	70.3	-2.4	64.7	3.2
Gwyddoniaeth L5+ / Science L5+	95.1	0.3	96.4	-1.3	91.1	4.0
Gwyddoniaeth L6+ / Science L6+	67.4	2.9	71.6	-4.2	62.1	5.3

WREXHAM	CYFNOD ALLWEDDOL 3 / KEY STAGE 3					
Dangosyddion / Indicators	Perff 2017 / Perf 2017	2016 -> 2017	Tgd 2017 / Tgt 2017	Perff v Tgd / Perf v Tgt	Rhagamcan 2017 / Latest Proj 2017	Perff v Rhag / Perf v Proj
DPC / CSI	86.3	1.9	89.8	-3.5	78.9	7.4
Cymraeg L5+ / Welsh 1st Language L5+	96.6	-0.9	98.5	-1.8	96.6	0.0
Cymraeg L6+ / Welsh 1st Language L6+	72.9	-6.1	81.1	-8.2	71.2	1.7
Saesneg L5+ / English L5+	89.8	1.8	92.1	-2.4	81.6	8.2
Saesneg L6+ / English L6+	52.6	3.4	60.9	-8.3	49.0	3.6
Mathemateg L5+ / Mathematics L5+	89.2	1.2	92.6	-3.4	85.6	3.5
Mathemateg L6+ / Mathematics L6+	61.3	5.0	67.5	-6.2	60.7	0.6
Gwyddoniaeth L5+ / Science L5+	91.4	-0.5	95.2	-3.8	89.3	2.0
Gwyddoniaeth L6+ / Science L6+	62.0	3.2	65.1	-3.1	62.8	-0.8

Table 20: Key Stage 3 – performance of FSM learners

DPC / CSI	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	67.6	89.6	-21.9	73.3	90.5	-17.2	73.5	91.5	-18.0
EAS	60.4	87.6	-27.2	66.3	88.5	-22.2			
ERW	67.6	88.1	-20.4	67.4	89.5	-22.2			
CSC	67.2	87.9	-20.7	71.3	90.9	-19.6			
Cymru / Wales	65.9	88.1	-22.2	69.4	89.8	-20.4			

DPC / CSI	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	71.3	87.5	-16.2	75.2	90.1	-14.8	76.0	91.5	-15.5
Gwynedd	78.1	93.4	-15.3	82.1	93.3	-11.2	84.9	93.7	-8.7
Conwy	70.1	90.1	-20.0	71.0	90.5	-19.5	73.1	92.1	-19.0
Denbighshire	63.2	88.6	-25.4	71.6	89.7	-18.1	70.9	88.2	-17.4
Flintshire	71.6	89.9	-18.3	76.2	90.9	-14.7	71.7	92.7	-20.9
Wrexham	56.0	86.4	-30.4	65.7	88.1	-22.3	68.9	90.1	-21.2

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	82.6	93.4	-10.8	83.2	93.9	-10.8	84.9	94.8	-9.9
Cymru / Wales	80.4	92.1	-11.6	79.0	93.4	-14.5			

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	82.0	95.0	-13.0	85.7	92.8	-7.1	86.8	96.2	-9.4
Gwynedd	80.3	94.6	-14.3	83.0	93.6	-10.6	86.3	94.4	-8.1
Conwy	90.9	91.5	-0.6	85.7	93.7	-8.0	76.9	93.2	-16.3
Denbighshire	90.0	92.6	-2.6	71.4	93.9	-22.4	66.7	93.5	-26.9
Flintshire	100.0	78.6	21.4	100.0	96.6	3.4	80.0	97.2	-17.2
Wrexham	85.7	94.4	-8.7	81.8	99.1	-17.3	91.7	97.1	-5.5

Cymraeg L6+ / Welsh First Language L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	33.8	62.5	-28.7	36.8	64.0	-27.2	45.3	69.3	-24.0
Cymru / Wales	34.4	58.5	-24.1	34.2	59.6	-25.4			

Cymraeg L6+ / Welsh First Language L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	42.0	65.3	-23.3	42.9	69.0	-26.1	50.9	75.7	-24.7
Gwynedd	29.9	65.7	-35.7	37.5	64.0	-26.5	48.4	69.2	-20.8
Conwy	45.5	56.6	-11.1	28.6	58.9	-30.4	15.4	64.4	-49.0
Denbighshire	40.0	59.0	-19.0	7.1	50.0	-42.9	33.3	62.0	-28.7
Flintshire	16.7	38.1	-21.4	0.0	67.8	-67.8	10.0	68.1	-58.1
Wrexham	28.6	64.5	-35.9	63.6	80.6	-16.9	66.7	73.3	-6.7

Saesneg L5+ / English L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	74.4	92.4	-18.0	77.9	92.9	-15.0	79.4	93.9	-14.5
Cymru / Wales	73.3	91.3	-18.1	75.6	92.5	-16.9			

Saesneg L5+ / English L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	79.2	90.0	-10.8	78.1	93.0	-14.9	83.0	94.8	-11.8
Gwynedd	78.1	93.3	-15.2	79.9	94.1	-14.2	86.5	94.4	-7.9
Conwy	79.3	93.4	-14.1	78.4	93.4	-15.0	78.0	93.9	-15.9
Denbighshire	68.1	91.9	-23.7	78.6	92.0	-13.4	80.6	91.7	-11.1
Flintshire	80.2	93.5	-13.3	79.8	93.4	-13.5	76.4	95.3	-18.9
Wrexham	65.6	90.7	-25.2	72.6	91.1	-18.5	75.7	93.1	-17.4

Saesneg L6+ / English L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
GwE	28.7	59.3	-30.6	35.9	61.8	-25.9	35.1	63.8	-28.7
Cymru / Wales	29.4	57.9	-28.5	32.4	61.6	-29.2			

Saesneg L6+ / English L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non-FSM	Gwahan / Variance
Ynys Mon	40.6	59.2	-18.6	39.0	60.3	-21.2	42.0	65.8	-23.8
Gwynedd	36.9	60.5	-23.6	44.8	68.2	-23.4	44.4	67.3	-22.8
Conwy	35.4	62.0	-26.7	30.9	62.2	-31.4	36.3	63.0	-26.7
Denbighshire	19.1	55.1	-36.0	35.8	59.2	-23.4	30.3	62.6	-32.4
Flintshire	31.1	65.3	-34.3	40.4	64.9	-24.5	37.7	65.6	-27.9
Wrexham	18.2	51.1	-32.9	26.3	53.6	-27.3	25.4	58.2	-32.8

Maths L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
GwE	75.1	93.2	-18.1	79.9	93.8	-13.9	81.2	93.8	-12.6
Cymru / Wales	74.3	92.1	-17.8	77.2	93.1	-15.9			

Maths L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
Ynys Mon	78.2	91.1	-12.9	80.0	93.0	-13.0	82.0	92.6	-10.6
Gwynedd	81.9	95.2	-13.3	85.8	95.1	-9.3	91.3	95.2	-3.9
Conwy	75.6	93.7	-18.1	79.0	94.8	-15.8	80.2	94.6	-14.3
Denbighshire	73.0	93.2	-20.2	78.6	93.7	-15.1	81.1	92.4	-11.3
Flintshire	81.5	94.0	-12.5	83.9	94.6	-10.7	79.6	94.7	-15.2
Wrexham	63.2	90.8	-27.6	72.6	91.1	-18.5	76.3	92.3	-16.0

Maths L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
GwE	36.1	66.9	-30.8	41.4	68.6	-27.2	42.2	71.3	-29.1
Cymru / Wales	35.0	65.1	-30.1	38.2	68.3	-30.1			

Maths L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
Ynys Mon	44.6	62.0	-17.4	39.0	68.1	-29.0	47.0	70.6	-23.6
Gwynedd	43.1	70.9	-27.8	41.0	74.7	-33.7	48.4	76.0	-27.6
Conwy	37.2	68.6	-31.4	39.5	69.7	-30.2	39.6	70.1	-30.5
Denbighshire	33.8	65.6	-31.8	43.8	66.7	-23.0	45.7	70.1	-24.4
Flintshire	38.7	70.4	-31.7	48.0	70.6	-22.6	41.4	72.6	-31.2
Wrexham	25.4	60.2	-34.8	33.7	60.6	-26.9	35.0	66.7	-31.7

Gwyddon L5+ / Science L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
GwE	82.5	95.8	-13.3	84.9	96.0	-11.1	85.8	96.3	-10.5
Cymru / Wales	80.6	94.5	-13.9	82.4	95.4	-13.0			

Gwyddon L5+ / Science L5+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
Ynys Mon	85.1	94.4	-9.2	84.8	96.0	-11.3	90.0	96.5	-6.5
Gwynedd	87.5	97.2	-9.7	87.3	97.1	-9.8	92.1	97.4	-5.3

Conwy	84.1	96.8	-12.7	87.7	96.7	-9.0	85.2	97.5	-12.3
Denbighshire	83.3	95.2	-11.9	84.1	95.1	-11.1	87.4	95.0	-7.5
Flintshire	85.6	95.9	-10.3	85.7	96.6	-11.0	83.8	96.8	-13.0
Wrexham	72.2	94.7	-22.5	80.6	94.2	-13.7	80.2	94.3	-14.0

Gwyddon L6+ / Science L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
GwE	34.5	65.1	-30.6	41.5	68.0	-26.5	42.0	72.3	-30.3
Cymru / Wales	34.3	64.1	-29.8	38.4	68.5	-30.1			

Gwyddon L6+ / Science L6+	2015			2016			2017		
	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance	PYD / FSM	Dim-PYD / Non- FSM	Gwahan / Variance
Ynys Mon	44.6	58.9	-14.3	43.8	65.5	-21.7	48.0	72.0	-24.0
Gwynedd	43.1	72.5	-29.4	45.5	74.0	-28.5	52.4	78.8	-26.5
Conwy	36.0	67.6	-31.6	42.0	69.8	-27.8	41.8	72.6	-30.8
Denbighshire	32.4	63.5	-31.1	41.8	65.0	-23.2	41.1	69.5	-28.3
Flintshire	35.1	67.0	-31.8	44.4	68.2	-23.9	40.8	71.8	-31.0
Wrexham	23.4	57.1	-33.7	32.6	63.8	-31.2	33.3	68.2	-34.8

Table 21: Key Stage 3 – difference between the genders

DPC / CSI	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	82.0	90.2	-8.3	84.5	91.2	-6.8	85.6	92.1	-6.5
EAS	78.3	86.3	-8.0	79.8	88.0	-8.2	82.4	90.6	-8.2
ERW	80.7	88.2	-7.5	82.0	89.4	-7.4	83.0	91.6	-8.5
CSC	80.5	86.8	-6.3	83.2	90.5	-7.3	84.9	91.0	-6.1
Cymru / Wales	80.3	87.7	-7.4	82.3	89.7	-7.4	83.8	91.2	-7.4

DPC / CSI	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	76.1	92.8	-16.6	82.2	93.2	-11.0	88.0	89.8	-1.8
Gwynedd	89.7	93.0	-3.3	90.1	94.0	-3.9	90.7	95.1	-4.4
Conwy	83.4	90.9	-7.5	84.5	90.3	-5.8	85.2	92.7	-7.5
Denbighshire	79.9	88.9	-9.0	83.1	90.3	-7.2	81.7	89.8	-8.1
Flintshire	83.3	91.0	-7.7	85.6	91.3	-5.7	86.8	92.4	-5.6
Wrexham	76.0	85.9	-9.9	79.9	88.8	-9.0	81.6	91.3	-9.7

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	89.8	94.7	-4.9	90.1	95.6	-5.5	92.1	95.7	-3.7
EAS	85.9	90.3	-4.4	82.0	91.7	-9.7	81.5	94.9	-13.4
ERW	84.5	93.6	-9.1	89.2	94.5	-5.3	90.8	96.0	-5.2
CSC	88.2	95.9	-7.7	89.5	95.9	-6.4	93.1	96.1	-3.0
Cymru / Wales	87.3	94.3	-7.0	89.1	94.9	-5.8	91.1	95.9	-4.8

Cymraeg L5+ / Welsh First Language L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	90.9	95.4	-4.5	88.4	95.9	-7.5	93.5	96.6	-3.1
Gwynedd	90.7	95.4	-4.7	90.0	94.7	-4.7	91.9	95.6	-3.7
Conwy	87.4	95.5	-8.1	88.8	98.1	-9.3	88.8	94.8	-6.0
Denbighshire	90.2	94.4	-4.2	91.0	93.9	-2.9	89.1	95.7	-6.6
Flintshire	74.2	83.1	-8.9	95.2	97.6	-2.4	94.9	95.3	-0.5
Wrexham	89.8	97.0	-7.2	96.4	98.4	-2.0	96.9	96.3	0.6

Cymraeg L6+ / Welsh First Language L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	50.7	68.2	-17.5	51.4	71.1	-19.7	58.7	75.7	-17.0
EAS	42.3	60.6	-18.3	42.7	58.8	-16.1	44.4	65.1	-20.7
ERW	40.7	62.1	-21.4	40.3	61.7	-21.4	48.5	70.9	-22.4
CSC	45.9	70.7	-24.8	56.2	70.4	-14.2	53.4	71.7	-18.3
Cymru / Wales	45.6	66.0	-20.4	47.8	66.5	-18.7	53.1	72.3	-19.2

Cymraeg L6+ / Welsh First Language L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	52.6	71.7	-19.1	55.8	77.4	-21.6	68.2	77.2	-9.0
Gwynedd	52.6	70.8	-18.3	49.2	72.5	-23.3	57.1	78.0	-20.9
Conwy	48.6	63.4	-14.7	54.2	61.7	-7.5	51.7	68.7	-17.0
Denbighshire	48.2	66.2	-18.0	39.6	54.8	-15.1	52.7	68.7	-16.0
Flintshire	35.5	37.3	-1.8	71.4	59.5	11.9	46.2	74.4	-28.3
Wrexham	42.9	75.8	-32.9	64.3	92.1	-27.8	67.2	79.6	-12.4

Saesneg L5+ / English L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	85.2	94.0	-8.8	86.7	94.3	-7.6	88.6	94.9	-6.3
EAS	82.1	91.1	-9.0	83.0	92.2	-9.2	85.3	92.8	-7.5
ERW	84.4	92.7	-8.3	85.3	93.5	-8.2	86.2	94.9	-8.7
CSC	84.1	91.5	-7.4	86.5	93.8	-7.3	88.4	94.2	-5.8
Cymru / Wales	83.9	92.1	-8.2	85.3	93.3	-8.0	87.0	94.1	-7.2

Saesneg L5+ / English L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	80.4	95.2	-14.8	84.6	96.6	-12.0	91.4	94.6	-3.2
Gwynedd	88.3	94.5	-6.2	89.2	95.8	-6.6	91.8	95.6	-3.8
Conwy	87.6	95.1	-7.5	88.5	93.3	-4.8	87.4	95.2	-7.8
Denbighshire	84.0	91.8	-7.8	86.4	93.2	-6.8	86.8	93.6	-6.8
Flintshire	87.3	95.5	-8.2	87.2	95.0	-7.8	89.2	95.9	-6.7
Wrexham	80.4	91.8	-11.4	83.4	92.6	-9.2	86.0	93.8	-7.8

Saesneg L6+ / English L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	44.8	64.4	-19.6	48.6	67.4	-18.8	50.8	68.8	-18.0
EAS	48.3	60.4	-12.1	44.1	61.9	-17.8	46.6	65.3	-18.7
ERW	52.9	60.3	-7.4	46.7	65.1	-18.4	49.0	68.4	-19.4
CSC	51.4	62.9	-11.5	49.2	67.9	-18.7	52.1	69.7	-17.6
Cymru / Wales	51.4	61.8	-10.4	47.2	65.6	-18.4	49.7	68.2	-18.5

Saesneg L6+ / English L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	44.3	67.3	-22.9	45.1	68.8	-23.7	53.5	71.1	-17.5
Gwynedd	46.6	68.8	-22.2	54.4	76.4	-22.1	55.6	75.1	-19.5
Conwy	49.3	67.2	-17.9	49.2	65.8	-16.7	48.8	68.2	-19.4
Denbighshire	39.3	58.8	-19.6	45.1	66.2	-21.1	50.8	65.4	-14.7
Flintshire	50.7	69.8	-19.1	53.2	69.2	-16.1	53.8	69.6	-15.9
Wrexham	36.5	54.0	-17.5	41.3	57.3	-15.9	42.1	63.9	-21.8

Maths L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	88.3	92.4	-4.1	90.0	93.2	-3.2	90.2	93.7	-3.5
EAS	85.2	88.9	-3.7	87.1	90.9	-3.8	88.4	93.2	-4.9
ERW	87.1	90.5	-3.4	87.3	91.9	-4.6	87.9	93.2	-5.3
CSC	87.5	90.0	-2.5	88.8	92.4	-3.6	88.9	92.6	-3.8
Cymru / Wales	87.0	90.4	-3.4	88.2	92.1	-3.9	88.7	93.1	-4.4

Maths L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	83.5	94.3	-10.8	88.1	93.5	-5.4	91.4	90.5	0.9
Gwynedd	93.1	93.7	-0.6	93.5	94.6	-1.0	93.9	95.8	-1.9
Conwy	89.0	93.2	-4.2	91.3	93.1	-1.8	89.9	94.4	-4.5
Denbighshire	87.9	91.6	-3.7	89.8	92.3	-2.5	88.6	93.0	-4.4
Flintshire	90.1	93.9	-3.8	91.7	93.6	-2.0	91.3	94.1	-2.8
Wrexham	83.3	88.4	-5.1	84.1	91.8	-7.8	86.0	92.5	-6.5

Maths L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	59.6	64.7	-5.1	61.6	67.3	-5.8	64.2	69.6	-5.5
EAS	54.2	59.8	-5.6	57.6	62.8	-5.2	59.8	66.7	-7.0
ERW	57.9	61.3	-3.4	59.9	64.6	-4.7	61.1	69.2	-8.1
CSC	57.6	61.7	-4.1	61.7	66.5	-4.8	62.8	70.2	-7.5
Cymru / Wales	57.3	61.8	-4.5	60.3	65.3	-5.0	61.9	69.1	-7.2

Maths L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	50.5	67.3	-16.8	56.7	70.4	-13.7	65.2	68.4	-3.1
Gwynedd	62.9	72.0	-9.1	67.7	73.6	-5.9	70.2	76.1	-5.9
Conwy	60.5	67.2	-6.7	63.6	66.2	-2.6	63.8	66.1	-2.3
Denbighshire	59.4	60.7	-1.3	59.8	65.8	-6.0	63.0	69.9	-6.9
Flintshire	65.2	66.4	-1.3	64.6	69.5	-4.9	64.6	71.4	-6.8
Wrexham	52.8	55.5	-2.7	53.9	58.7	-4.7	58.4	64.5	-6.1

Gwyddon L5+ / Science L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GwE	91.5	95.9	-4.3	92.4	96.1	-3.7	93.1	96.3	-3.2
EAS	88.9	93.3	-4.4	89.2	93.9	-4.7	90.8	95.3	-4.6
ERW	89.2	93.7	-4.5	90.3	94.8	-4.5	90.3	95.4	-5.1
CSC	89.3	94.0	-4.7	91.1	95.8	-4.7	92.0	96.2	-4.2
Cymru / Wales	89.6	94.1	-4.5	90.7	95.1	-4.4	91.4	95.8	-4.4

Gwyddon L5+ / Science L5+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	88.4	96.7	-8.3	91.1	97.2	-6.1	95.1	95.6	-0.5
Gwynedd	95.8	96.0	-0.2	95.0	97.0	-2.0	96.2	97.5	-1.3
Conwy	92.3	97.6	-5.2	94.3	96.2	-1.9	93.1	97.9	-4.8
Denbighshire	90.8	95.5	-4.7	91.4	95.2	-3.8	91.8	96.1	-4.3
Flintshire	92.1	96.5	-4.4	93.0	96.5	-3.5	94.1	96.1	-2.0
Wrexham	88.0	93.2	-5.3	89.0	94.9	-5.9	88.7	94.3	-5.7

Gwyddon L6+ / Science L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
GWE	55.3	65.3	-10.0	58.9	69.0	-10.2	62.1	73.7	-11.5
EAS	49.1	60.1	-11.0	54.8	64.9	-10.1	56.4	69.7	-13.3
ERW	52.5	61.6	-9.1	56.7	66.8	-10.1	57.9	70.8	-12.9
CSC	56.4	67.6	-11.2	59.6	72.8	-13.2	62.0	72.9	-10.9
Cymru / Wales	53.6	63.8	-10.2	57.5	68.6	-11.0	59.6	71.8	-12.1

Gwyddon L6+ / Science L6+	2015			2016			2017		
	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance	Bechgyn / Boys	Merched / Girls	Gwahan / Variance
Ynys Mon	50.5	61.9	-11.4	56.4	67.9	-11.5	64.9	71.4	-6.5
Gwynedd	63.1	74.6	-11.5	65.8	75.4	-9.6	70.9	81.8	-10.9
Conwy	58.9	66.5	-7.6	59.0	71.9	-13.0	60.9	74.1	-13.3
Denbighshire	51.4	64.8	-13.4	56.2	66.2	-9.9	59.3	71.4	-12.1
Flintshire	59.4	65.2	-5.8	61.8	67.4	-5.6	62.6	72.5	-10.0
Wrexham	44.8	57.6	-12.8	52.0	65.6	-13.6	54.8	69.8	-15.0

APPENDIX 4: KEY STAGE 4 UNVERIFIED DATA (AUGUST 24TH 2017)

Table 22: Key Stage 4 – Level 2 Inclusive Threshold

TL2+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	57.5	3	59.6	3	53.2	3	-6.4	-4.3
EAS	55.1	4	55.5	4	52.1	4	-3.4	-3.0
ERW	61	1	64.0	1	56.4	1	-7.6	-4.6
CSC	58.5	2	60.9	2	53.6	2	-7.3	-4.9
Cymru	57.9		60.3		-		-	-

TL2+	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	56.9	12	58.8	13	50.1	14	-8.7	-6.8
Gwynedd (4)	63.3	5	65.9	4	58.3	5	-7.6	-5.0
Conwy (9)	54.2	18	55.9	17	53.9	12	-2.0	-0.3
Denbighshire (14)	56.1	14	58.7	14	49.4	17	-9.3	-6.7
Flintshire (6)	60.6	8	61.5	10	56.1	8	-5.4	-4.5
Wrexham (10)	52.1	20	55.3	18	49.1	19	-6.2	-3.0
GwE (1)	57.5	3	59.6	3	53.2	3	-6.4	-4.3
Cymru	57.9		60.3		-		-	-

Table 23: Key Stage 4 – Level 2 Threshold

TL2	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	82.7	3	81.6	3	66.6	-	-15.0	-16.1
EAS	82.4	4	77.8	4	-	-	-	-
ERW	88.2	1	87.7	1	-	-	-	-
CSC	85.0	2	87.1	2	-	-	-	-
Cymru	84.1		84.0		-		-	-

TL2	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	83.1	16	82.8	15	64.7	-	-18.1	-18.4
Gwynedd (4)	88.9	6	85.9	10	70.7	-	-15.2	-18.2
Conwy (9)	83.6	14	82.1	17	68.9	-	-13.2	-14.7
Denbighshire (14)	86	10	83.6	14	65.7	-	-17.9	-20.3
Flintshire (6)	83.2	15	82.6	16	67.2	-	-15.4	-16.0
Wrexham (10)	71.9	22	73.4	21	61.3	-	-12.1	-10.6
GwE (1)	82.7	3	81.6	3	66.6	-	-15.0	-16.1
Cymru	84.1		84.0		-		-	-

Table 24: Key Stage 4 – Level 1 Threshold

TL1	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	95.2	3	95.0	3	93.9	-	-1.1	-1.3
EAS	95.5	2	94.4	4	-	-	-	-
ERW	96.3	1	96.2	1	-	-	-	-
CSC	94.5	4	95.4	2	-	-	-	-
Cymru	94.4		95.3		-		-	-

TL1	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	96.3	8	96.3	5	94.6	-	-1.7	-1.7
Gwynedd (4)	97.9	1	97.3	1	96.0	-	-1.3	-1.9
Conwy (9)	95.6	14	94.3	18	96.0	-	1.7	0.4
Denbighshire (14)	94.9	17	93.7	20	89.8	-	-3.9	-5.1
Flintshire (6)	94.5	18	95.3	13	93.8	-	-1.5	-0.7
Wrexham (10)	92.8	20	93.8	19	93.7	-	-0.1	0.9
GwE (1)	95.2	3	95.0	3	93.9	-	-1.1	-1.3
Cymru	94.4		95.3		-		-	-

Table 25: Key Stage 4 – CSI

DPC - CSI	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	54.8	3	57.3	3	44.7	-	-12.6	-10.1
EAS	51.7	4	51.2	4	-	-	-	-
ERW	57.9	1	61.1	1	-	-	-	-
CSC	56.6	2	59.2	2	-	-	-	-
Cymru	54.8		57.6		-		-	-

DPC - CSI	2015		2016		2016		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	54.4	12	55.8	14	49.0	-	-6.8	-5.4
Gwynedd (4)	62.4	3	64.4	4	46.2	-	-18.2	-16.2
Conwy (9)	50.8	17	53.1	17	39.9	-	-13.2	-10.9
Denbighshire (14)	51.9	15	56.5	13	30.0	-	-26.5	-21.9
Flintshire (6)	58.7	7	58.8	10	55.0	-	-3.8	-3.7
Wrexham (10)	48.7	21	53.9	16	45.9	-	-8.0	-2.8
GwE (1)	54.8	3	57.3	3	44.7	-	-12.6	-10.1
Cymru	54.8		57.6		-		-	-

Table 26: Key Stage 4 – Capped Points Score (CPS)

SPC - CPS	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	343.8	3	341.3	3	294.9	-	-46.4	-48.9
EAS	339.3	4	330.0	4	-	-	-	-
ERW	355.1	1	354.5	1	-	-	-	-
CSC	344.2	2	348.6	2	-	-	-	-
Cymru	343.5		344.6		-		-	-

SPC - CPS	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	351.1	9	346.8	11	331.1	-	-15.7	-20.0
Gwynedd (4)	362.0	1	355.7	4	308.1	-	-47.6	-53.9
Conwy (9)	339.4	17	334.7	17	339.1	-	4.4	-0.3
Denbighshire (14)	345.4	11	340.4	16	266.2	-	-74.2	-79.2
Flintshire (6)	342.1	15	343.3	15	265.3	-	-78.0	-76.8
Wrexham (10)	326.0	21	328.6	18	289.0	-	-39.6	-37.0
GwE (1)	343.8	3	341.3	3	294.9	-	-46.4	-48.9
Cymru	343.5		344.6		-		-	-

Table 27: Key Stage 4 – 5 A*-A (higher grades)

5A*-A	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	15.2	3	14.0	3	14.5	-	0.5	-0.7
EAS	14.4	4	13.5	4	-	-	-	-
ERW	17.1	1	17.9	1	-	-	-	-
CSC	16.8	2	17.2	2	-	-	-	-
Cymru	16.6		15.9		-		-	-

5A*-A	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	14.2	13	16.0	10	12.2	-	-3.8	-2.0
Gwynedd (4)	20.3	3	18.1	8	20.5	-	2.4	0.2
Conwy (9)	14.0	16	11.4	19	12.1	-	0.7	-1.9
Denbighshire (14)	17.4	8	14.0	14	13.7	-	-0.3	-3.7
Flintshire (6)	14.1	15	14.5	12	14.1	-	-0.4	0.0
Wrexham (10)	10.8	20	10.6	21	13.3	-	2.7	2.5
GwE (1)	14.2	13	14.0	3	14.5	-	0.5	0.3
Cymru	16.6		15.9		-		-	-

Table 28: Key Stage 4 – Welsh

Cymraeg Welsh	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	75.6	3	75.1	2	70.8	-		
EAS	66.2	4	68.0	4	-	-		
ERW	75.8	2	75.0	3	-	-		
CSC	76.7	1	77.5	1	-	-		
Cymru	75.2		75.1		-			

Cymraeg Welsh	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	71.6	16/18	77.0	8/18	64.7	-		
Gwynedd (4)	78.8	4/18	74.4	10/18	72.8	-		
Conwy (9)	72.3	13/18	79.0	5/18	69.4	-		
Denbighshire (14)	72.4	12/18	73.6	12/18	78.9	-		
Flintshire (6)	72.0	14/18	68.0	16/18	72.7	-		
Wrexham (10)	76.7	8/18	76.7	9/18	60.2	-		
GwE (1)	75.6	3	75.1	2	70.8	-		
Cymru	75.2		75.1		-			

2015 and 2016 are combination of Welsh First Language and Welsh Literature whereas 2017 are Welsh First Language only

Iaith Cymraeg Welsh Language	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	71.4	-	77.0	-	64.7	-	-12.3	-6.7
Gwynedd (4)	77.3	-	72.6	-	72.8	-	0.2	-4.5
Conwy (9)	72.3	-	79.0	-	69.4	-	-9.6	-2.9
Denbighshire (14)	69.5	-	70.4	-	78.9	-	8.5	9.4
Flintshire (6)	69.9	-	68.0	-	72.7	-	4.7	2.8
Wrexham (10)	76.7	-	71.7	-	60.2	-	-11.5	-16.5
GwE (1)	74.4	-	73.6	-	70.8	-	-2.8	-3.6

Table 29: Key Stage 4 – English

Saesneg English	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	68.2	3	68.6	3	61.6	-		
EAS	65.8	4	64.2	4	-	-		
ERW	71.3	1	72.0	1	-	-		
CSC	70.2	2	71.1	2	-	-		
Cymru	68.6		69.3		-			

Saesneg English	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	63.8	19	66.9	14	58.9	-		
Gwynedd (4)	72.3	6	71.4	2	63.5	-		
Conwy (9)	65.8	16	66.9	20	63.5	-		
Denbighshire (14)	66.9	13	68.5	18	58.5	-		
Flintshire (6)	72.2	7	71.5	9	65.4	-		
Wrexham (10)	64.8	18	64.7	12	57.5	-		
GwE (1)	68.2	3	68.6	3	61.6	-		
Cymru	68.6		69.3		-			

2015 and 2016 are combination of English Language and Literature whereas 2017 are English Language only

Iaith Saesneg English Language	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	56.0	-	61.9	-	58.9	-	-3.0	2.9
Gwynedd (4)	66.3	-	63.1	-	63.5	-	0.4	-2.8
Conwy (9)	61.1	-	58.1	-	63.5	-	5.4	2.4
Denbighshire (14)	61.5	-	59.9	-	58.5	-	-1.4	-3.0
Flintshire (6)	65.7	-	66.7	-	65.4	-	-1.3	-0.3
Wrexham (10)	53.0	-	51.8	-	57.5	-	5.7	4.5
GwE (1)	61.3	-	60.4	-	61.6	-	1.2	0.3

Table 30: Key Stage 4 – Mathematics (Numeracy not included)

Maths	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	64.3	2	66.7	2	56.3	-	-10.4	-8.0
EAS	62.2	4	63.6	4	-	-	-	-
ERW	67.4	1	70.1	1	-	-	-	-
CSC	63.6	3	66.5	3	-	-	-	-
Cymru	64.4		66.9		-		-	-

Maths	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	64.5	11	66.1	13	53.5	-	-12.6	-11.0
Gwynedd (4)	67.0	8	70.3	7	56.3	-	-14.0	-10.7
Conwy (9)	62.5	15	63.6	16	57.4	-	-6.2	-5.1
Denbighshire (14)	63.6	13	66.7	12	53.1	-	-13.6	-10.5
Flintshire (6)	69.4	5	69.5	8	62.3	-	-7.2	-7.1
Wrexham (10)	57.1	21	62.8	18	51.7	-	-11.1	-5.4
GwE (1)	64.3	2	66.7	2	56.3	-	-10.4	-8.0
Cymru	64.4		66.9		-		-	-

*2017 figures are Mathematics only and do not include Numeracy – Maths/Numeracy combined should be higher

Table 31: Key Stage 4 – Science

Gwyddoniaeth Science	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
GwE	85.2	3	82.9	2	74.1	-	-8.8	-11.1
EAS	84.7	4	76.7	4	-	-	-	-
ERW	85.5	=1	82.8	3	-	-	-	-
CSC	85.5	=1	85.9	1	-	-	-	-
Cymru	84.0		82.4		-		-	-

Gwyddoniaeth Science	2015		2016		2017		Cynnydd / Progress	
	%	S/R	%	S/R	%	S/R	16->17	15->17
Ynys Mon (7)	91.8	2	82.0	14	71.5	-	-10.5	-20.3
Gwynedd (4)	94.2	1	90.8	2	73.2	-	-17.6	-21.0
Conwy (9)	84.3	15	76.4	20	78.9	-	2.5	-5.4
Denbighshire (14)	81.5	19	80.5	18	65.6	-	-14.9	-15.9
Flintshire (6)	85.8	12	83.9	9	79.4	-	-4.5	-6.4
Wrexham (10)	76.1	21	82.3	12	73.4	-	-8.9	-2.7
GwE (1)	85.2	3	82.9	2	74.1	-	-8.8	-11.1
Cymru	84.0		82.4		-		-	-

Table 32: Key Stage 4 – performance against final projections

Key Stage 4						
Indicators	Actual 2017	+/- 2016>2017	Target 2017	+/- Actual v Target	Projection	+/- Actual v Project.
TL2+	53.2	-6.4	65.0	-11.8	59.7	-6.5
Welsh First Language	70.8	-4.3	78.9	-8.1	74.6	-3.8
English Language	61.6	-7.0	71.3	-9.7	65.6	-4.0
*Maths	56.3	-10.4	70.9	-14.6	65.6	-9.3

*Numeracy not included

Actual Performance v Final Projections										
	More than 15% under projection		Between 10% and 15% under projection		Between 5% and 10% under projection		Up to 5% under projection		Greater than or equal to projection	
	No	%	No	%	No	%	No	%	No	%
TL2+ /L2+	7	12.7%	13	23.6%	13	23.6%	19	34.5%	3	5.5%

APPENDIX 5: KEY STAGE 5

Table 33: Key Stage 5 – A Level

A-Level	Entries	A*-A		A*-C		A*-E	
		#	%	#	%	#	%
GwE	5,159	1,103	21.4	3,775	73.2	5,031	97.5
EAS	-	-	-	-	-	-	-
ERW	-	-	-	-	-	-	-
CSC	-	-	-	-	-	-	-
Cymru			25.0		75.3		97.7

A-Level	2016						2017					
	A*-A		A*-C		A*-E		A*-A		A*-C		A*-E	
	#	%	#	%	#	%	#	%	#	%	#	%
Ynys Môn	108	19.8	392	71.9	528	96.9	82	16.7	332	67.5	483	98.2
Gwynedd	171	20.2	590	69.6	816	96.2	242	25.5	704	74.1	924	97.3
Conwy	200	19.2	775	74.2	1,020	97.7	229	22.3	747	72.9	990	96.6
Denbighshire	174	18.6	707	75.6	916	98	223	22.7	751	76.5	967	98.5
Flintshire	135	14.7	672	73	894	97.2	223	18.2	891	72.7	1,198	97.8
*Wrexham	121	30.7	300	76.1	388	98.5	104	21.4	350	72.2	469	96.7
GwE	909	19.4	3,319	73.3	4,443	97.4	1,103	21.4	3,775	73.2	5,031	97.5
Cymru		22.7		73.8		97.3		25.0		75.3		97.7

*WJEC data only except Wrexham which includes all examination boards.



REPORT TO THE JOINT COMMITTEE

22 SEPTEMBER 2017

Report by: GwE Managing Director

Subject: Estyn Recommendations – Progress Report

1.0 Purpose of the Report

1.1 To update Joint Committee members on progress in delivering the recommendations as identified in the report on the quality of the school improvement services provided by the North Wales Consortium (Estyn, April 2016).

2.0 Considerations

2.1 The Estyn Regional Inspection took place during the two weeks commencing 18 April 2016.

2.2 Estyn published a report on their findings which included the following 6 recommendations:

- **R1:** Ensure that the school improvement service uses data, target setting and tracking procedures more effectively to challenge and support schools in order to improve performance of all learners across schools and local authorities, particularly at key stage 4
- **R2:** Improve the quality of evaluation in the delivery of school improvement services.
- **R3:** Improve the rigour of the arrangements for identifying and managing risk.
- **R4:** Ensure that business and operational plans contain clear success criteria and that progress against these is monitored effectively.
- **R5:** Clarify the strategic role of the regional networks and their accountability to the Joint Committee.
- **R6:** Develop an appropriate framework to assess value for money; ensure that the business plan is accompanied by a medium-term financial plan and that work-streams are fully costed.

2.3 A post-inspection plan is in place & has been incorporated into the Regional Business Plan.

2.4 The Progress Report provides a narrative with regard to progress to date against the recommendations.

3.0 Recommendations

3.1 The Joint Committee is asked to note the content of the report.

4.0 Financial Implications

4.1 There are no financial implications arising from this report.

5.0 Equalities Impact

5.1 There are no new equalities implications arising from this report.

6.0 Personnel Implications

6.1 There are no new personnel implications arising from this report.

7.0 Consultation Undertaken

7.1 The GwE Management Board has been consulted during the development of the document..

8.0 Appendices

8.1 Estyn Recommendations: Progress Report (September 2017)

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

The report addresses all the relevant matters and the progress made in relation to the Estyn recommendations. The Joint Committee should ensure that progress continues in order to address these matters. No further comment in terms of propriety.

Statutory Finance Officer:

Where necessary, I continue to support the GwE Managing Director in implementing the post-inspection action plan which is incorporated in the GwE Regional Business Plan, including Estyn's Recommendation R6, regarding value for money and the mid-term financial plan.

Estyn Recommendations: Executive Summary October 2017

Context

Since the core inspection, there has been a significant re-structuring of both senior and middle leadership, governance and the administrative support at GwE. The Managing Director has been in post in an interim role since November and full-time since May 2017.

In October 2016, the Management Committee commissioned an in-depth review of the school improvement services and its administrative functions. The comprehensive review included discussions with schools, hubs, local authority officers, chief executives and groups of challenge advisors. The review concluded that the current structure were not fit for purpose and made a series of recommendations to improve the efficiency and effectiveness of the service. All recommendations were fully accepted by the Management Board and the Joint Committee.

The service has taken extensive steps and at great pace to restructure its leadership and administrative team. This has led to greater consistency across the service and clarity in relation to accountability.

In a very short period of time, the service has successfully:

- Established a clear vision for the service
- Set aspirational objectives for 2020 where the region will be the best performing in Wales
- Dismantled the historic hub based approach and consequently embedded the culture of regional working across in the North
- Established a new leadership tier within the service with three senior leads identified for primary, secondary and for overseeing cross sector developments with Successful Futures (Curriculum for Wales).
- Significantly strengthened the regional secondary model to include six secondary lead officers that link with each one of the six local authorities
- Adopted a distributed leadership model where portfolio leads are accountable for driving improvements in key areas.
- Appointed a regional quality and data unit lead officer

In evaluating the progress GwE has made in addressing each recommendation the following has been taken into consideration:

- has the consortium understood the reasons behind the recommendation?
- has the consortium taken reasonable action to address the recommendation successfully, taking into account its starting point, the time between inspection and follow-up visit and the complexity of the issues to be addressed?
- has the consortium been appropriately supported in addressing the recommendations by its partner local authorities?
- has the consortium ensured that changes arising from its progress in addressing each recommendation have become embedded
- the time between inspection and follow-up visit
- the pace of improvement following the in-depth review;

- the impact of the introduction of new syllabuses in core subjects on key stage 4 results locally, regionally and nationally in 2017

Case studies that demonstrate the impact of GwE modified approach to school improvement on national, regional, local and individual schools are available.

R1: Ensure that the school improvement service uses data, target setting and tracking procedures more effectively to challenge and support schools in order to improve performance of all learners across schools and local authorities, particularly at key stage 4

Using Data

Following the core inspection, GwE has implemented robust and effective processes to ensure that key performance data is analysed more forensically and diagnostically on a regional, local and individual school level. A comprehensive programme of training and support was implemented to support challenge advisors in the new way of working. As a result, leaders and individual challenge advisors routinely use data to:

- analyse performance across the region;
- accurately identify key areas for improvement;
- evaluate the impact of specific intervention programmes on pupil level pupil attainment;
- monitor and track progress on regional, individual LA, school level for groups of pupils; and
- challenge and support school leaders with their improvement journey

Robust data analysis has also led to more effective targeting of resources such as the tiered approach adopted in all core subjects at KS4 for 2017-18.

Senior Leaders now use data effectively to ensure regional and local areas for improvement are identified quickly and addressed robustly through detailed business planning. Data and information is also scrutinised more robustly to monitor progress against agreed actions. Quality of planning at all levels for 2017-18 underline the step-change. As a result, the quality of information shared with the Management Committee has improved significantly enabling members to scrutinise and challenge the service significantly.

Target setting

Challenging three year targets have been agreed at a regional, local, school and pupil level. School targets and projections are routinely and robustly challenged. The Local Authorities targets are all based on the following:

- Collating targets from individual schools
- Using the FSM rank of each authority to predict expected performance
- Using local knowledge and understanding

Regional targets are determined by calculating the pupil numbers required to reach the agreed LA targets and aggregating to generate a regional value. The targets have been agreed and shared with all relevant stakeholders. Key stage 4 targets will be reviewed following early analysis of 2017 results.

Within the revised secondary model all schools have a comprehensive Support Programme which defines how GwE targets support and resources to ensure the necessary improvements in priority areas. Undertaking a targeted programme of review visits during 2016-17 has ensured that we more effectively and robustly identify areas and aspects for improvement in many risk schools. The quality and sharpness of the support plans, in addition to the deployment of significant resources to address the necessary improvements, clearly demonstrate that effective steps have been taken to improve the use of data and information across the region.

Tracking

GwE is leading developments on a comprehensive management information system which will provide GwE with detailed information and analysis of individual school performance. This also includes tracking 'live-data' at secondary school level. The new system will ensure that dialogue with leaders and stakeholders is sharper.

This not only facilitates more effective communication and but also allows us to agree more timely and sharper intervention programmes with schools and to more effectively and rapidly target resources to priority areas. The new information system will also serve as host to a 'best-practice' virtual school which will model GwE expectations at all levels of school life.

GwE have established an effective partnership with Bangor University on the "Collaborative Institute for Education Research, Evidence and Impact" (CIEREI) Project to evaluate the impact of aspects of its work. Evaluative data and analysis allows the organisation to better judge value for money and inform future developments. The revised *secondary challenge and support programme*, as well as targeted elements of the professional learning leadership programmes, are currently being evaluated.

As a result of improved analysis of data, sharper target setting and accurate tracking there has been a positive impact on key performance data. Performance has improved in the Foundation Phase Indicator at a faster rate than for Wales as a whole. However, in 2017 the performance in four of the local authorities still needs improving and there are detailed plans in place to address identified inconsistencies.

Performance in the core subject indicator at key stage 2 and 3 has improved well over the past three years. In 2017, performance in these indicators has ensured that GwE is the highest performing consortia in these key indicators with 5 of the 6 local authorities performing better than that of similar authorities, based on free-school-meal eligibility.

At key stage 4, performance in the level 2 threshold including English or Welsh and mathematics has improved over the past three years and more importantly the gap between GwE and the two higher performing Consortia's has closed significantly.

GwE analysis of schools due to be inspected matches Estyn judgements better than any other region over a three year period.

Progress:

R2: Improve the quality of evaluation in the delivery of school improvement services.

Self-evaluation and improvement planning processes at all levels is now embedded in delivering school improvement services. These processes include:

- robust accountability framework;
- detailed evaluation of data;
- detailed business planning at all levels that feed the level one plan;
- detailed local authority business plan that accurately reflects local issues; and
- the annual report.

Following the core inspection, a robust accountability framework which ensures that each service area has a named nominated designated lead officer. Each nominated lead officer is responsible for developing a detailed business plan for their service area which includes clear dates for completion, training implications and success criteria which is measurable. Agreed priorities in the business plans are based firmly on the findings of the self-evaluation processes. These plans are reviewed quarterly and the findings are reported to the senior leaders and management board. Progress is reported appropriately and senior leaders challenge any slippage in expected progress. The regular reviews of the business plans at all levels enable senior leaders to evaluate the progress towards achieving the priorities identified in the high level plans accurately. This ensures that the business plans remain flexible to incorporate new priorities during the monitoring period if required. Each local Authority has a detailed business plan that is agreed between the head of service and the lead secondary challenge advisor. Each plan accurately identifies the key issues within the local authority and includes a bespoke improvement plan to address the specific challenges. Progress towards achieving the agreed outcomes at a local authority level is regularly reviewed in meetings between the lead challenge advisor and the head of service. Ongoing issues are escalated to senior leaders within GwE in a timely manner.

The evaluation processes now in place are cyclical and ongoing. As a result, leaders at GwE accurately identify areas of good performance and areas that require development or pose an element of risk in improving the educational experiences and outcomes for learners. The accountability framework and the detailed monitoring processes are fundamental building blocks in GwE's commitment to sustained improvement. The system contributes significantly to the effective management and development of individuals and teams to achieve high levels of personal and organisational performance.

The Annual Report is a clear and comprehensive document that provides a thorough and accurate evaluation of the service's current performance across the region. Leaders make improved use of a comprehensive range of performance data, which they analyse robustly, to compare the performance of the six local authorities with similar authorities based on free-school-meal eligibility, the performance of the region with that of others across Wales and the pace of improvement in achieving agreed targets. There is a clear link between the findings of the Annual Report and the priorities identified in the service's business plans, which are identified according to risk and impact.

GwE is working closely with Bangor University on the "Collaborative Institute for Education Research, Evidence and Impact" (CIEREI) Project to establish more effective systems to evaluate the impact of its work over a longer period of time. Evaluative data and analysis will help further inform GwE's ability to judge value for money and inform future developments.

Recent work undertaken to develop a school dashboard provides GwE with current and ongoing data. This facilitates a higher level of communication, support and challenge between key stakeholders and allows GwE to more effectively and timely monitor the impact of its work and the progress of schools against their agreed priorities. The dashboard allows more effective use of data and analytics to evaluate the quality of delivery and its impact on the performance of all learners and schools across the region. It also allows the school improvement service to more effectively target its resources to meet its priorities and rapidly adapt and redirect resources when things are not working.

Progress:

R3: Improve the rigour of the arrangements for identifying and managing risk.

Following the core inspection, GwE carried out a thorough review of its procedures and arrangements to manage risk. It has introduced thorough and comprehensive arrangements to accurately identify and manage risks at a local, regional and national level. The risk register is a live document that is regularly updated to identify risks that are increasing or those which no longer deemed a high level risk. The risk register is reviewed monthly at the senior leadership team meeting, quarterly by the management committee and by the joint committee

The new business planning and monitoring arrangements ensure that progress is reviewed and risk rated accordingly. The overarching monitoring arrangements by lead challenge advisors and senior leaders ensure that risks at all levels are appropriately managed and interventions agreed in a timely and appropriate manner. These arrangements are monitored closely by the management board and joint committee. Effective management of the region's risk enables GwE to support the organisation's objectives, make effective use of resources and deliver outcomes as intended.

Progress:

R4: Ensure that business and operational plans contain clear success criteria and that progress against these is monitored effectively.

GwE's planning and performance management model articulates clearly the Vision, values, priorities and objectives of the service. The high level strategy plan links into more detailed team plans, with specific measurable improvement targets and clear success criteria in order to measure progress within the region accurately. GwE have set challenging and measurable objectives by 2020 to improve standards, curriculum and assessment, leadership, wellbeing and teaching which are incorporated into the business plans at all levels. The fully costed plans contain clear success criteria and milestones for reaching these objectives. All the GwE team's plans follow the same pattern and their performance is monitored effectively and in detail. There are clear lines of accountability between all levels of planning across GwE.

The clear and robust accountability framework is an important strength in GwE. Detailed plans at several levels deal with all aspects of the GwE's work. All the plans have nominated designated officers and each of them clearly input to the business plan. There are detailed self-evaluation arrangements that are based on this framework. Challenge Adviser review their plans each quarter and evaluate progress and impact. These reviews steer the evaluation of the business plan that systematically feeds into the quarterly service evaluation so that there is a clear trail of team evaluation in the corporate review. Then, new priorities from the service review are rapidly incorporated in team plans.

Staff at all levels fully understand their responsibility for continuous improvement and accountability. Sharing plans and evaluations in a clear manner brings cohesion to teams and drives the strong collaboration that has led to provision of better services and an improvement in school standards and leadership

Self-evaluation is strongly incorporated in GwE. There is a strong focus on accountability and continuous review and a constant emphasis on achieving progress in accordance with priorities. This focus on evaluation and review is leading to significant improvement.

This culture has stemmed from successful practice within GwE. Challenge Advisors must justify underperformance and identify possible risk areas including overspend. There are clearly defined lines of accountability.

Progress:

R5: Clarify the strategic role of the regional networks and their accountability to the Joint Committee.

Following the core inspection, the management committee commissioned an in-depth review of the school improvement service which included the role of the regional networks. The management board and the Joint committee endorsed the findings of the review.

As a result, the historic regional networks have either been abolished or included under the strategic management of GwE. Their accountability to the joint committee is clear.

Each area has a nominated lead person, a detailed business plan and measureable success criteria. The lead person is responsible for monitoring

progress and reporting on a quarterly basis to senior managers. Matters that require attention are referred to Regional Quality Board for further consideration.

Progress:

R6: Develop an appropriate framework to assess value for money; ensure that the business plan is accompanied by a medium-term financial plan and that work-streams are fully costed.

The consortium generally has effective financial management processes in place. Communication and consultation about financial arrangements are effective with both core funding and grant expenditure kept under regular review by GwE staff, the host local authority and the joint committee.

A sound financial analysis supports the delivery of the revised three-year business plan. A medium-term financial plan and workforce plan are aligned to the business plan. By increasingly effective use of data to identify our key priorities, the link between the business planning process and financial planning decisions is being strengthened because the work streams that underpin the business plan identify clearly the resources to be used.

Detailed work has been undertaken to align grant allocations with our priorities. Challenge advisers now challenge schools on their use of grant funding with a clear set of criteria to assess the use of this funding and this has reduced the inconsistencies between schools about identifying the impact of the use of grant funding on pupil outcomes.

A formal framework has been developed to assess the wider value for money that GwE provides. There is now a consistent view across all stakeholders of how the value for money of GwE's activities can be measured within the business plan structure and objectives.

We now regularly evaluate and review our services and initiatives during their implementation phase to identify areas for improvement and value for money.

The Organisational Health Index (OHI) Solution provides detailed findings for how GwE is performing on the nine elements of health, related to performance.

This provides a thorough picture of how healthy the organisation is, and allows the results to be benchmarked against others. It also allows GwE to diagnose the organisation's current strengths and development needs, and help understand where action to sustain the current levels or improve over time are needed.

GwE is working with OECD to pilot the development of the Consortia as a learning organisation. The learning from this work will be shared with other

regions and internationally as we strive to further develop a vibrant and healthy organisation.

Progress:



REPORT TO THE JOINT COMMITTEE

22/09/2017

Report by: GwE Managing Director
Subject: GwE Staff Performance Management

1.0 Purpose of the Report

1.1 To present the revised GwE Staff Performance Management policy to the Joint Committee for approval.

2.0 Background & Considerations

2.1 The GwE Staff Performance Management policy has been revised to better reflect the Regional Business Plan priorities, the new accountability & staff structure.

2.2 All GwE staff will undertake an annual Performance Management (PM) in the autumn each year. This will then be reviewed on a quarterly interim basis to monitor progress to-date towards the targets and objectives agreed in the annual PM.

2.3 The quarterly performance management reviews should be aligned with the quarterly monitoring of the GwE Business Plan priorities and provide an opportunity to reflect on personal performance and key achievements so far. It will also be an opportunity to review and amend the current objectives if needed.

2.4 The PM for staff will be aligned to the GwE Business Plan. In respect of Supporting Improvement Advisers, the PM targets agreed will also include specific targets for school improvement relative to the schools that they support.

3.0 Recommendations

3.1 The Joint Committee is asked to approve the revised policy.

4.0 Financial Implications

4.1 There are no financial implications arising from this report.

5.0 Equalities Impact

5.1 There are no new equalities implications arising from this report.

6.0 Personnel Implications

6.1 There are no new personnel implications arising from this report.

7.0 Consultation Undertaken

7.1 The GwE Management Board have been consulted during the revision of the policy.

8.0 Appendices

8.1 GwE Staff Performance Management Policy

8.2 GwE Staff Performance Management Form

8.3 GwE Staff Pre- Performance Management Review

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

No comment from a propriety perspective

Statutory Finance Officer:

Nothing to add to the report from a financial propriety perspective.

Performance Management Review

To be completed by the appraisee in advance of the review meeting

Appraisee:

Appraiser:

Date:

This is the opportunity for you to reflect on your own performance since the last Review or since starting in Post on your key achievements so far. What you detail here will form part of the discussion with your line manager at your formal PM Review and will inform any agreed future targets.

In your opinion and based on evidence you have available please detail your performance under the following headings:

Progress towards objectives

Review of progress towards objectives:

Other relative accomplishments

What contribution has been made to meet 2020 GwE Objectives?

How does the appraisee reflect GwE values?

What has been the contribution to meet GwE's minimum expectations?

How is the appraisee continually developing their own role within the GwE structure?

Staff Performance Management Quarterly Review

When relevant

A. Supporting school self-evaluation and improvement

B. Building effective support and intervention

C. Developing school leadership

D. Building school to school capacity

Please send this completed document to your line Manager **5 days in advance** of your Performance Management (PM) meeting

GwE Staff Performance Management Policy

All GwE staff will undertake an annual Performance Management (PM) in the autumn each year. This will then be reviewed on a quarterly interim basis to monitor progress to-date towards the targets and objectives agreed in the annual PM. The quarterly performance management reviews should be aligned with the quarterly monitoring of the GwE Business Plan priorities and provide an opportunity to reflect on personal performance and key achievements so far. It will also be an opportunity to review and amend the current objectives if needed.

*** please note – in relation to any ‘Unattached staff’ on secondment to GwE the PM process will need to follow and comply with the LA policy relevant to the member of staff and the LA they have come from.*

The PM for staff will be aligned to the GwE Business Plan. In respect of Support Improvement Advisers, the PM targets agreed will also include specific targets for school improvement relative to the schools that they support.

1. Purpose of PM

PM meetings are firmly designed to discuss and review employee performance to-date and recognise achievements. It is the opportunity to identify specific targets for employee’s contribution to achieving GwE objectives and priorities feeding GwE Business Plan targets and identify any support needed to meet those targets.

It is an opportunity to consider how the appraisee reflects GwE’s service and personal values which include:

- Trust;
- Show no bias;
- Fairness;
- Respect diversity;
- Supportive and collaborative;
- Bilingual;
- Objectivity;
- Demand high standard;
- Integrity.

It is also an opportunity to consider how the appraisee contributes to meet GwE’s minimum expectations which are:

- Good leadership and management;
- Good teaching;
- Eradicate in school variation;

GwE policy for PM Autumn 2017

- None of GwE schools to feature in Estyn statutory categories;
- Pupils' learning and wellbeing at least good; and
- Successful Futures in place

The appraisee should also be continually developing their own role within the GwE structure. The performance management is an opportunity for the post holder to agree with their line manager on aspects of the role or portfolio that they want to further develop. This can then be included in the job description. Any amended job description should then be shared with the GwE Business Manager.

PM will take place on a one to one basis with staff member and line manager. In advance of the meeting a Pre-PM review will be completed by the appraisee and sent to the line manager 5 days in advance of the agreed one to one PM meeting.

2. Preparation for the PM

Individual staff preparation

Dates for the one to one Review to be agreed at least 2 weeks in advance of the meeting. Staff will be required to complete a Pre-PM review to enable them to reflect on their performance over the last 12 months and identify strengths and areas for improvement.

The areas for reflection include:

- **Current Job description imperatives**
- **Performance against agreed targets**
- **Other relevant accomplishments**
- **Supporting school self-evaluation and improvement**
- **Building effective support and intervention**
- **Developing school leadership**
- **Building school to school capacity**

The appraisee should also consider the following:

- **What contribution has been made to meet 2020 GwE Objectives?**
- **How does the appraisee reflect GwE values?**
- **What has been the contribution to meet GwE's minimum expectations?**
- **How is the appraisee continually developing their own role within the GwE structure?**

The Pre – PDR Review is to be sent to the line manager 5 days in advance of the one to one meeting.

Line manager's preparation for the annual PDR Review needs to include the following:

1. Ensure PM date for meeting is agreed 2 weeks in advance of meeting and send Pre-PM review to employee explaining its purpose and requesting it is submitted back to you at least 5 days in advance of the PM meeting
2. Collate school data to identify impact of staff member intervention on school improved performance (when relevant)
3. Collate evidence relative to previous targets or key performance indicators of the job role
4. When relevant, reflect on the member of staff's performance against national standards including:
 - Supporting school self-evaluation and improvement
 - Building effective support and intervention
 - Developing school leadership
 - Building school to school capacity
5. Review and summarise key aspects of one to one meetings throughout the year
6. Consider any feedback you have received from customers, colleagues about member of staff performance
7. Consider results of any surveys that may be relevant
8. Review performance against previously agreed targets and specific targets in Business Plan that staff member has some or all responsibility for

Carrying out the PM Review meeting, and completion of PM record

1. Explain the purpose of the PM which is:
 - a. To discuss performance and progress over last 12 months relative to job role
 - b. Recognise achievements and accomplishments
 - c. Review progress against identified targets
 - d. Agree any support for future performance and to achieve targets

GwE policy for PM Autumn 2017

2. Refer to the Pre-PM completed by the appraisee and discuss its contents, in addition:
 - a. Use Open questions to elicit more information which will allow judgements on performance to be made
 - b. Probe for more detailed answers to demonstrate performance
 - c. Refer to areas of specific responsibility if relevant.
 - d. Overall, give open and honest feedback, both positive and developmental needs
3. Refer to evidence collated in advance of meeting in particular:
 - a. Achievement against previously agreed targets
 - b. Performance of schools relative to support delivered by staff member
 - c. Business plan actions and responsibility
 - d. Feedback from colleagues and school surveys as relevant
 - e. Aspects of one to one meetings throughout the year
4. Identify and agree targets or objectives for next year. They should be relative to the Business Plan and include targets for School Improvement that are specific to the appraisee. Ensure they are SMART targets:
 - Specific – state the outcome
 - Measurable – detail what the evidence of the achieved outcome will be
 - Attainable – employee is capable of achieving the target
 - Relevant – relative to business and job role
 - Time bound – when does it need to be achieved?

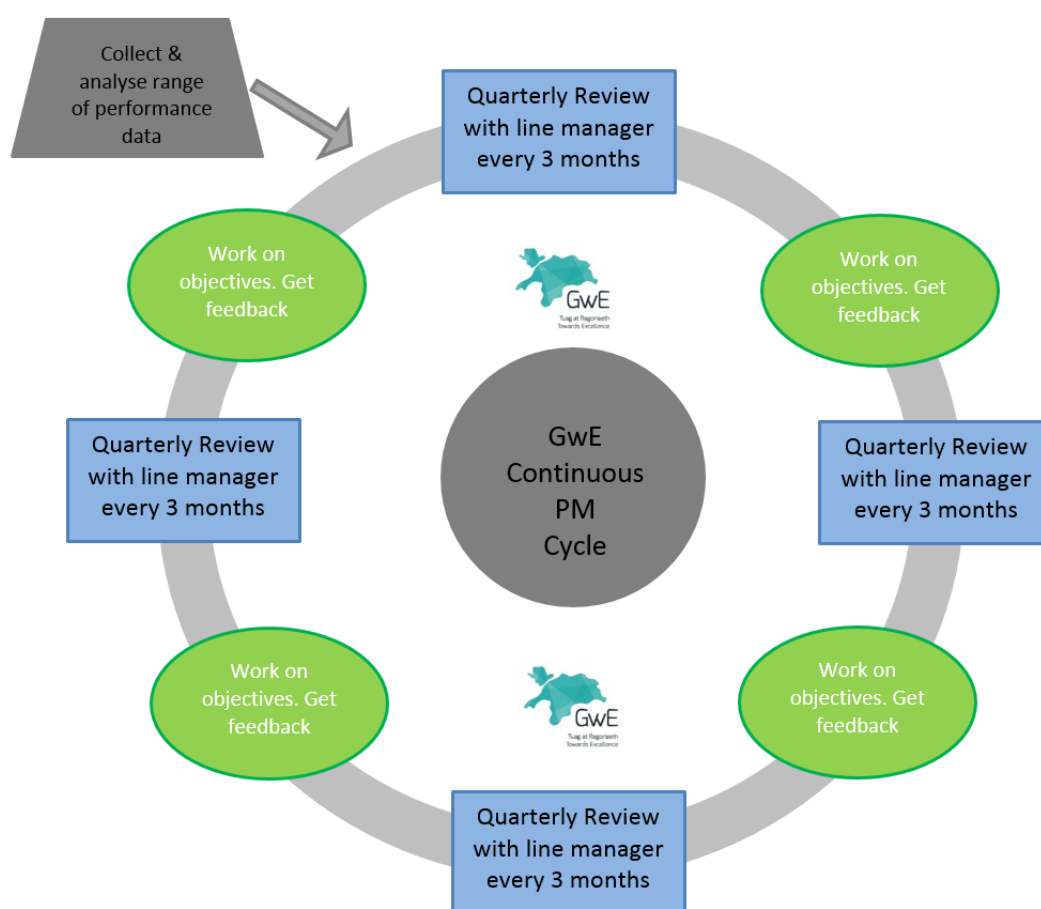
Usually, three objectives will be set but occasionally this may vary when there is an agreement between the appraisee and the line manager. The objectives set should fall into one of these three categories:

- A Regional objective that derives from the Business Plan
 - An objective that derives from the appraisee's day to day work and, when relevant, may include a school or group of schools
 - An objective that derives from the appraisee's self-assessment / peer assessment
5. Identify any staff development/CPD relative to supporting member of staff in achieving identified targets
 6. Complete PM review record and Action Plan sign and send to appraisee **within 5 working days of the PDR meeting** and request signature and return within one week

GwE policy for PM Autumn 2017

7. Ensure agreement of the first quarterly interim review date and where possible the review dates for the whole year
8. All PM documentation to be countersigned by appraiser and copy to be sent to MD as electronic record with confidential, restricted access

Continuous PM Cycle



Quarterly Review

A 1:1 meeting between employee and their line manager where they will typically discuss:

- Progress against existing objectives
- Personal development
- Priorities
- Issues or concerns
- Amend current objectives or add new objective with agreed training or support

GwE – Performance Management

Appraisee:

Appraiser:

Date:

Extent to which objectives from 2016-2017 have been met

Review of Objective 1
Review of Objective 2
Review of Objective 3
What contribution has been made to meet 2020 GwE Objectives?
How does the appraisee reflect GwE values?
What has been the contribution to meet GwE's minimum expectations?
How is the appraisee continually developing their own role within the GwE structure?

Summary of overall performance

Performance Management Objectives for 2017-2018

Usually, three objectives will be set but occasionally this may vary when there is an agreement between the appraisee and the line manager.

Objective 1
Objective 2
Objective 3

Professional development and/or support required to meet objectives

Appraisee Comment

Appraisee Signature:

Appraiser Signature:

Attach additional notes if desired.

Performance Management review meetings to be recorded and attached to this form (see below)

Performance Management Quarterly Review 1

Appraisee:

Appraiser:

Date:

Do any of the objectives need to be amended following the review meeting? Yes / No

If 'yes' please amend below.

Objective

Does the appraisee require additional professional development and/or support to meet objectives? Yes / No

If 'yes' please elaborate below.

Additional professional development and/or support required to meet objectives
--

Appraisee Comment

Appraisee Signature:

Appraiser Signature:

Attach additional notes if desired.

Performance Management Quarterly Review 2

Appraisee:

Appraiser:

Date:

Do any of the objectives need to be amended following the review meeting? Yes / No

If 'yes' please amend below.

Objective

Does the appraisee require additional professional development and/or support to meet objectives? Yes / No

If 'yes' please elaborate below.

Additional professional development and/or support required to meet objectives
--

Appraisee Comment

Appraisee Signature:

Appraiser Signature:

Attach additional notes if desired.

Performance Management Quarterly Review 3

Appraisee:

Appraiser:

Date:

Do any of the objectives need to be amended following the review meeting? Yes / No

If 'yes' please amend below.

Objective

Does the appraisee require additional professional development and/or support to meet objectives? Yes / No

If 'yes' please elaborate below.

Additional professional development and/or support required to meet objectives
--

Appraisee Comment

Appraisee Signature:

Appraiser Signature:

Attach additional notes if desired.



REPORT TO THE JOINT COMMITTEE

22 SEPTEMBER 2017

Report by: GwE Managing Director

Subject: Efficiency Savings Target

1.0 Purpose of the Report

- 1.1 To request approval from the Joint Committee to confirm the efficiency savings target implementation plan.

2.0 Background

- 2.1 The 2016/17 budget reflected the decision of the North Wales Leadership Board to reduce local authority contributions to the GwE core budget by 1.6% and set a corresponding savings target for GwE.
- 2.2 The efficiency savings target of £131,967 is included in baseline budget for 2017/18 under 'Savings to be found'.

3.0 Implementation Plan

- 3.1 Since its inception in 2013/14, GwE has managed and administered a substantial and continued increase in the number and value of Welsh Government investment in school improvement priorities funded through specific grants & additional funding sources.
 - 3.2 These include the Education Improvement Grant, Pupil Development Grant, Schools Challenge Cymru, New GCSE/PISA, Science Literacy, Pioneer Schools, National Professional Qualification for Headship, Newly Qualified Teachers, Learning in Digital Wales, Physical Literacy Programme in Schools etc.
-

3.3 The current Welsh Government's plans for its five year term 2016/17 to 2020/21 include a commitment of £100million grant funding for school standards, i.e. the Raising Standards Grant.

3.4 Management and Administration costs are clearly deemed eligible expenditure within a number of these specific grants. As GwE has absorbed the additional workloads from within its existing staff resources, then the efficiency savings target can be met by applying elements of current staff cost to the relevant specific grants.

3.5 Should there be a significant reduction in Welsh Government grant funded school improvement schemes in the future, then a review (reduction) of the staffing structure would need to be undertaken at that time.

4.0 Recommendation

4.1 The Joint Committee confirms the application of elements of current GwE management, professional and admin staff time/cost to grant funded purposes, thus effecting efficiency savings to meet the target of £131,967.

5.0 Financial Implications / Risks

5.1 The plan delivers the Efficiency Savings target, but it is dependent on continued Welsh Government investment in school improvement priorities funded through specific grants.

6.0 Equalities Impact

6.1 There are no new equalities implications arising from this report.

7.0 Personnel Implications

7.1 There are no new personnel implications arising from this report.

8.0 Consultation Undertaken

8.1 This report was prepared in consultation with the host authority's statutory finance officer, who supports the recommendation.

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

No comment from a propriety perspective.

Statutory Finance Officer:

I have collaborated with the GwE Managing Director in the preparation of this report and I support the content.

Agenda Item 10

GwE: Joint Committee 22/09/17



MEETING	GwE Joint Committee
DATE	22 September 2017
TITLE	GwE Budget 2017/18 - 1st Quarter Review.
PURPOSE	<ul style="list-style-type: none">• To update Joint Committee members on the latest financial review of GwE's budget for the 2017/18 financial year.• The report focuses on the significant financial variances, with Appendix 1 containing the full financial information.
RECOMMENDATION	To accept the report.
AUTHOR	GwE Managing Director and Gwynedd Council Head of Finance.

1. CONCLUSION

- 1.1 This initial review estimates a net overspend of £10,660 against the budget, with the main reason involving the office relocation in the Flintshire/Wrexham area.
- 1.2 The subsequent part of the report explains the reasons accounting for the main variances.

2. FINANCIAL VARIANCES

2.1 Employees - Management, Brokerage, Standards and Administration:

Quarter 1: underspend (£14,026).

Staff turnover and the period when the Managing Director was in an interim and part-time position (April and May 2017) have resulted in a relatively small one-off underspend.

2.2 Property - Rent:

Quarter 1: overspend £29,750.

GwE will be relocating its Flintshire/Wrexham area office as of 1st September, with the annual cost being higher than the cost of the previous office (7-month impact for this year, which has been included above). There is a need to identify permanent funding for the whole year cost increase.

2.3 Transport - Travelling Expenses:

Quarter 1: underspend (£5,064).

The trend in historic travelling expenses suggests that the actual annual cost is likely to be slightly below what has been established in the budget. It is anticipated that this will be the case in 2017/18.

2.4 Savings to be found 2016/17

Quarter 1: neutral

This matter is the subject of a separate report for this meeting of the Joint Committee, which highlights and confirms permanent funding for meeting the efficiency savings target set in the 2016/17 budget.

2.5 Contributions of Authorities

The relatively small adjustments to LA contributions reflect the use of the Welsh Government's "Green Book" 2017/18 (breakdown of standard spending assessments for local authorities individual services) 'Green Book' (analysis of standard expenditure assessments on the individual services of local authorities).

3. UNDERSPEND FUND

3.1 At the beginning of the 2017/18 financial year, the fund totalled (£738,572).

3.2 GwE's business plan incorporates details of the use of the fund.

APPENDICES

Appendix 1: GwE Budget 2017/18 - 1st Quarter Review 2017/18

VIEW OF THE STATUTORY OFFICERS

Monitoring Officer:

No comments from a propriety perspective.

Statutory Finance Officer:

Co-author of report.

GwE JOINT COMMITTEE

Budget Review 2017/18 : First Quarter April - June 2017

	Opening Budget £	Adjustments £	Revised Budget £	Estimated Expenditure £	Over / (Under) Spend Net £
<u>Expenditure</u>					
Employees					
Salaries					
- Man	801,843	43,885	845,728	831,702	(14,026)
- Syst	2,282,484	411,772	2,694,256	2,694,256	0
- Staf	0	195,694	195,694	195,694	0
- Trar	0	(587,624)	(587,624)	(587,624)	0
Training,	38,957		38,957	38,957	0
Building					
Rent (inc	93,892		93,892	123,642	29,750
Travel					
Travel C	125,559		125,559	120,495	(5,064)
Supplies and Services					
Furniture	30,344		30,344	30,344	0
Informati	15,090		15,090	15,090	0
Audit Fe	7,663		7,663	7,663	0
Brokerage	262,341		262,341	262,341	0
Gwynedd Council Host Authority Support Service Costs					
Legal	5,237		5,237	5,237	0

Human F	8,980		8,980	8,980	0
Finance	38,836		38,836	38,836	0
Informati	42,953		42,953	42,953	0
Savings to	(131,967)	131,967	(0)		0
National M	463,003		463,003	463,003	0
Specific Projects					
Educatio	3,546,340	(95,017)	3,451,323	3,451,323	0
Educatio	811,868	825,573	1,637,441	1,637,441	0
Raising \$	0	2,320,634	2,320,634	2,320,634	0
Literacy :	0	5,000	5,000	5,000	0
Pupil Dej	671,600	172,500	844,100	844,100	0
Schools	0	25,641	25,641	25,641	0
Supporti	0	241,400	241,400	241,400	0
Qualifica	20,833		20,833	20,833	0
Learning	112,647		112,647	112,647	0
Physical	68,750		68,750	68,750	0
Pioneer :	0	1,906,250	1,906,250	1,906,250	0
NPQH	0	351,068	351,068	351,068	0
Total Expe	9,317,252	5,948,743	15,265,995	15,276,656	10,660

	Opening Budget	Adjustments	Revised Budget	Estimated Expenditure	Over / (Under) Spend Net
	£	£	£	£	£
Income					
Core Service Contributions					
- Anglese	(413,489)	(1,027)	(414,516)	(414,516)	0
- Gwyned	(726,091)	3,725	(722,367)	(722,367)	0
- Conwy C	(629,249)	310	(628,939)	(628,939)	0

- Denbigh	(620,104)	(2,438)	(622,542)	(622,542)	0
- Flintshir	(925,965)	(1,284)	(927,249)	(927,249)	0
- Wrexha	(770,317)	714	(769,602)	(769,602)	0
Income from Secondments	(195,694)		(195,694)	(195,694)	0
Specific Projects					
Educatio	(3,546,340)	95,017	(3,451,323)	(3,451,323)	0
Educatio	(811,868)	(825,573)	(1,637,441)	(1,637,441)	0
Raising Standards Grant		(2,320,634)	(2,320,634)	(2,320,634)	0
Literacy :	0	(5,000)	(5,000)	(5,000)	0
Pupil De	(671,600)	(172,500)	(844,100)	(844,100)	0
Schools	0	(25,641)	(25,641)	(25,641)	0
Supportii	0	(241,400)	(241,400)	(241,400)	0
Qualifica	(20,833)		(20,833)	(20,833)	0
Learning	(112,647)		(112,647)	(112,647)	0
Physical	(68,750)		(68,750)	(68,750)	0
Pioneer :	0	(1,906,250)	(1,906,250)	(1,906,250)	0
NPQH		(351,068)	(351,068)	(351,068)	0
Total Inco	(9,317,252)	(5,948,743)	(15,265,995)	(15,265,995)	0
Total Inco	0	0	0	10,660	10,660

Memorandum -**The GwE Surplus Fund**

Fund balance as at 1 April 2017 (738,572)

Information Technology Renewal Fund

Fund balance as at 1 April 2017 (60,000)



REPORT TO THE JOINT COMMITTEE

22 September 2017

Report by: GwE Managing Director

Subject: Calendar of Meetings

1.0 Purpose of the Report

1.1 To request the Joint Committee to agree the amended meeting programme for the coming year.

2.0 Background

2.1 The Joint Committee shall meet as and when required to suit the needs of the Service in accordance with the Service timetable provided that there be a minimum of three meetings per year, one of which shall be specified as the annual general meeting. The venue for the meetings shall be agreed by the Joint Committee.

2.2 In Appendix 1 is the proposed amended timetable (draft) for adopting

3.0 Considerations

3.1 The need to change the start time of each meeting to 10.30am

3.2 The need for an additional meeting in October has been identified.

3.3 It has been noted that the meeting arranged for the 14th February 2018 would fall during the half term week and therefore the meeting needs to be re-arranged,

3.4 It is proposed that the meetings be held at the GwE Offices, Bryn Eirias, Colwyn Bay.

4.0 Recommendations

4.1 The Joint Committee is requested to:

4.1.1 Approve the amended meetings as proposed within Appendix 1.

4.1.2 That the Chair be authorised to make amendments to the calendar if required.

5.0 Financial Implications

5.1 There are no financial implications arising from this report.

6.0 Equalities Impact

6.1 There are no new equalities impacts arising from this report.

7.0 Personnel Implications

7.1 There are no new personnel implications arising from this report.

8.0 Consultation Undertaken

8.1 Consultation has been undertaken with the 6 North Wales Local Authorities, to avoid any duplication with Council meetings.

9.0 Appendices

Appendix 1: Proposed amended GwE Joint Committee Meetings 2017/18

OPINION OF THE STATUTORY OFFICERS

Monitoring Officer:

Nothing from a propriety perspective

Statutory Finance Officer:

Another Joint Committee meeting will be required in July 2018, in order to receive the pre-audit accounts for 2017/18, and also in September 2018 in order to receive and approve the independent auditor's report on the 2017-18 accounts which are a statutory requirement before the 30th September.

Appendix 1

Proposed Amended GwE Joint Committee Meetings 2017/18

MEETING	DATE	TIME	VENUE
GwE Joint Committee	22/09/2017	10.30am	GwE Offices, Bryn Eirias, Colwyn Bay
GwE Joint Committee	04/10/2017	10.30am	GwE Offices, Bryn Eirias, Colwyn Bay
GwE Joint Committee	22/11/2017	10.30am	GwE Offices, Bryn Eirias, Colwyn Bay
GwE Joint Committee	(new date) 21/02/2018	10.30am	GwE Offices, Bryn Eirias, Colwyn Bay
GwE Joint Committee	23/05/2018	10.30am	GwE Offices, Bryn Eirias, Colwyn Bay