



GwE



Cyfarfod / Meeting

CYD-BWYLLGOR GwE
GwE JOINT-COMMITTEE

Dyddiad ac Amser / Date and Time

9.30 am DYDD MERCHER, 30 EBRILL 2014

9.30 am WEDNESDAY, 30 APRIL 2014

Lleoliad / Location

VENUE CYMRU
LLANDUDNO

Pwynt Cyswllt / Contact Point

GLYNDA O'BRIEN

(01341) 424301

GlyndaOBrien@gwynedd.gov.uk

AELODAETH Y CYDBWYLLGOR/MEMBERSHIP OF THE JOINT COMMITTEE

Aelodau â phleidlais/ Voting Members

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

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

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

Swyddogion heb Bleidlais/Non-voting Officers

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

Swyddogion yn bresennol/Officers in attendance

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

AGENDA

1. WELCOME AND APOLOGIES

To receive any apologies for absence.

2. DECLARATION OF PERSONAL CONNECTION

To receive any declaration of personal interest.

3. URGENT ITEMS

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

4. MINUTES

- Meeting held on 6/11/13
- Meeting held on 12/3/14

(copy enclosed)

5. PROGRESS REPORT

(copy enclosed)

6. FINANCIAL REPORT ON GwE BUDGET

(i) GwE BUDGET 2013-14 – FINANCIAL REVIEW (3rd Quarter)

(copy enclosed)

(ii) BASE BUDGET 2014/15

(copy enclosed)

7. REQUEST TO THE JOINT COMMITTEE TO APPROVE ACCEPTANCE OF THE BUSINESS PLAN (attached) AS THE REGION'S RESPONSE TO THE "NATIONAL MODEL FOR SCHOOL IMPROVEMENT"

(copy enclosed)

GwE JOINT COMMITTEE
06.11.13

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

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

Non-voting Co-opted members: Ms Rosalind Williams (St Asaph Diocese), Mr Jeremy Griffiths (Primary Schools Representative), Mrs Annwen Morgan (Secondary Schools Representative)

Non-voting Officers: Mr John Davies (Wrexham County Borough Council), Mr Dewi R Jones (Gwynedd Council), Mr Geraint James (Conwy County Borough Council), Mr Ian Budd (Flintshire County Council)

Also Present: Mr Huw Foster Evans (GwE Chief Officer), Mrs Susan Owen Jones (GwE Business and Finance Manager), Mr Iwan Evans (Host Authority Legal Services Manager - Gwynedd Council), Mr Dafydd Edwards (Host Authority Head of Finance - Gwynedd Council) and Glynda O'Brien (Host Authority Members Support Officer - Gwynedd Council)

Apologies: Councillor Ieuan Williams (Isle of Anglesey County Council), Dr Gwynne Jones (Isle of Anglesey County Council)

1. CHAIR ANNOUNCEMENTS

(a) A welcome was extended to Ms Rosalind Williams, her first Joint Committee meeting, and Mr Geraint Rees from the Welsh Government

(b) The Chair referred to the bereavement that has befallen Dr Gwynne Jones in losing his father-in-law and expressed sincere condolences to him and his family in their loss

2. DECLARATION OF PERSONAL INTEREST

No declaration of personal interest has been received by any Member present.

3. MINUTES

The Chair signed the minutes of this committee, which was held on 8 July 2013, as correct.

4. PROGRESS REPORT

A report was presented by the GwE Chief Officer outlining progress on developments and GwE delivery.

The GwE Chief Officer led the Members through the report making reference to:

- performance indicators of the Service, which arise from the Full Business Case
- System Leaders' programme of work
- meetings and training that he has attended since starting his work on 1 September 2013
- data collected by the Service on the outcomes of primary and secondary schools following Visit 1 and Visit 3, Appendix 1 of the report, noting that the change is relatively small
- literacy and numeracy update, noting that one of GwE's Senior System Leaders continues to work as the region's main link with the National Support Programme
- national reading and numeracy tests, noting that the situation on a regional level with regard to collating the data is improving
- Pupil outcomes in the primary and secondary sectors for the region
- schools in ESTYN category
- the future, noting it is important that the Service is able to continue to work with schools to improve quality, moving the balance to be more proactive and developing a sustainable model to include:
 - working with good schools to become better
 - promoting school-to-school support
 - refining judgement on outcomes
 - developing the ability to commission

Arising from the above the following points were highlighted:

(i) In response to a query by a Member on the criteria for the capacity to improve and the visits that are focused on leadership, there is a need to be totally clear and careful of what is reported. The Chief Officer explained that the System Leaders would come to a judgement based on pupil outcomes only during this term's visit. Another Member was of the opinion that leadership is key to improvement in any establishment.

(ii) With regard to primary sector outcomes, a Member noted that it is not possible to make a distinction with regard to the Free School Meals indicator; the Chief Officer responded by noting that he had not received the national data as yet.

(iii) The gap between boys and girls seems to be widening in North Wales; the Chief Officer explained that, while accepting it had increased to 10.1 pp by 2012, the increase in boys' performance (7.1 pp) in North Wales since 2008 is greater than the national increase (5.2 pp).

(iv) Concern about further developments stemming from the Robert Hill Report and how much of this concern, with regard to outcomes in North Wales, is conveyed to the Minister for Education.

In response, the Chief Officer explained that the rate of increase in TL2+ outcomes in North Wales between 2008 and 2013 had been more rapid and a 44.6% increase is to be seen in 2008 to approximately 54.8% in 2013. It was

also noted that the gap between North Wales and Wales has widened more rapidly in 2013 and that it is this momentum that needs to be maintained.

The Chief Officer emphasised the need to be proactive rather than reactive, concentrating on what will happen and not look back too much on past performances. We must also come to a stronger position in the national discussions with regard to when data is received and the quality of that data.

(v) Therefore, stemming from the above frustrations, a Member suggested that the GwE Joint Committee should present a message to the Welsh Government expressing concern and requesting that they present the data sooner as well as considering refining the data, sending what is useful for the purpose.

(vi) It was understood that the Minister for Education is meeting the Leaders next Thursday and there would be an opportunity then to express the concerns.

(vii) In response to a query about the fall in the results of Welsh as First Language to be below the figures for Wales, it was recognised that this must be monitored, not forgetting that North Wales is linguistically different to other regions.

(viii) With regard to capacity to improve, it was observed that consistency is important and it was questioned if it is used with the other regions. In response, the Chief Officer explained that similar methods are used and that a national procedure will be developed.

(ix) In response to a query by a Member on how it will be ensured that the Service is targeted according to need in schools, the Chief Officer explained there would need to be a system in place to promote the sharing of expertise between schools and maintain partnerships

(x) In response to a query by a Member on the local authority's judgement on ESTYN schools, which are referred to in Appendix 2 of the report, the Chief Officer explained that his attempt was to describe what is included in the service level agreement.

(xi) Stemming from the above, with regard to the schools and local authorities, it was noted that it is key to define responsibilities pertaining to co-arrangements and the danger of lack of understanding of the responsibilities is a matter of concern.

(xii) A Member noted that discrepancies between teacher assessments and external assessments need to be addressed.

(xiii) A Member emphasised that GwE needs time to focus on and to be able to respond to the supporting element in order to improve quality in schools, and that a moratorium should be placed for GwE to make any structural changes.

(xiv) With regard to the expectations of GwE pertaining to the Deprivation Grant for schools, the Chief Officer noted there would be 100% allocation to schools. The role of GwE would be to monitor the effect of the grant on the developmental work of schools. With regard to strategic guidance, it was

further noted that Departments within the local authorities are required to ensure that schools provide a plan that has been checked by the Finance Department, in order to ensure that they conform to the relevant conditions

(xv) Thanks were given to the GwE Chief Officer for a very comprehensive report, which gave rise to a beneficial discussion

It was decided to: (a) Accept the report and note its contents with regard to current GwE developments and the main performance indicators

5. 2013/14 GwE BUDGET FINANCIAL REVIEW REPORT

Presented: Report by GwE Chief Officer and Host Authority Head of Finance (Gwynedd Council) outlining the latest financial review of GwE Budget for 2013/14.

(a) The Host Authority Head of Finance (Gwynedd Council) presented the financial report as a result of monitoring the GwE budget in 2013/14, referring to the Business Case of the Project Group as a basis for drawing up the original budget. Further reference was made to Appendix 2 of the report, which highlighted the differences, drawing attention to an estimate of a total net underspend of £413,000 against the budget, £380,000 of which is on staff appointments, and £162,000 of which is permanent

(b) The GwE Chief Officer noted the reason for the underspend; namely that the salary scales of officers had been set lower than what had been included within the Full Business Case, equivalent to the permanent underspend of £162,000. Also, the budget for the commissioning plan was only 7% of the GwE budget, while the Robert Hill Report stated that 15% was an insufficient proportion of the budget for commission work. Approximately 20-25 schools within the region required additional attention (within the red category) and 104 schools required support (within the amber category) and the current budget would not therefore be sufficient, unless part of the underspend could be used appropriately for the commissioning budget during 2013/14, and the rest of the underspend earmarked for reinforcing the commissioning budget in 2014/15.

(c) A Member noted that given the national financial climate the Welsh Local Government Association should discuss the possibility of safeguarding the budget for school improvement in the future

It was decided to: (a) Accept, thank and note the contents of the financial report, noting the underspend and support the request of the GwE Chief Officer to use part of the underspend for 'commissioning', where appropriate, in 2013/14 and earmark the rest to be carried forward in 2014/15 in a specific fund to reinforce the commissioning budget in the future

(b) Ask the GwE Chief Officer and Host Authority Head of Finance (Gwynedd Council) to present a report in the next Joint Committee meeting updating the 2013/14 budget situation and to draw up the 2014/15 budget, setting out the permanent transfers

recommended, continuing to work within the current GwE budget cost envelope

**6. THE NATIONAL MODEL FOR SCHOOL IMPROVEMENT:
MAKING THE REGIONAL EDUCATIONAL CONSORTIA IN WALES
STRONGER**

Mr Geraint Rees, Welsh Government, thanked the Committee for the invitation to the meeting. He outlined his career, noting that he had been an education practitioner for 27 years in very varied contexts such as in Kenya, in a prison, in schools and in a college for further education. He is now on secondment as part of a team of four who will be working collaboratively with the four regional consortia

There was a desire by the Welsh Government to draw up a National Model for making a difference in classrooms for the children of Wales. It was noted that there are four experts leading the project, namely Robert Hill, Joyce Redfearn, David Reynolds and Gareth Williams and that areas have been divided as follows:

- (1) What is the purpose of the regional services and their terms of reference? (it was clearly noted that local authorities are the cornerstones for supporting education)
- (2) Who manages the work and ensures that procedures are correct?
- (3) What is expected of the regional service?
- (4) How do we move from a traditional model to a model that promotes success in schools, schools supporting each other, an open culture between schools, a Headteacher assisting another Headteacher and, in the same way, a teacher assisting another teacher

An opportunity was given to Mr John Davies, Wrexham County Borough Council, to give details on the weekly Group discussions that he and the GwE Chief Officer have been part of in Cardiff for some time. He expressed that the region has invested a lot of time in developing a framework and is moving forward with the commissioning process. It was a matter of concern in the Group discussions that this is being disregarded, with discussions leading towards more sharing of services and that regions are expected to contribute towards these services through the service level agreement. It would be essential to discuss this further with the Financial and Legal Departments

The GwE Chief Officer added that the relationship between GwE and the authorities is not totally clear for the future and that this needs to be further developed

Also, a Member expressed that an explanation is required from schools with regard to roles in improving quality in schools

Several Members expressed dissatisfaction with regard to the new proposed National Model, noting the following concerns:

- it would be quite different to what has been established regionally and that Cabinet Members would not be a part of it as it would be managed by a group of experts
- it is foreseen that the GwE Joint Committee would come to an end

- the accountability of Elected Members, which adds value to the Joint Committee, would be lost
- maximising the work in classrooms needs to be focused on rather than creating new models
- the model promotes competition rather than sharing good practice. It is believed there is a lack of understanding between authorities and schools of what constitutes sector leading practice. It was pointed out that the ESTYN Framework notes it is impossible for a school to be deemed as 'excellent' unless they share good practice and promote schools to make improvements
- the model is based on work in the South East which is implemented by a private company and a separate Board
- changing the procedure/model is premature as the current model has not had an opportunity as yet to analyse its success

To conclude, the Members were unanimous that it is important to convey the message to the Government that statutory responsibility for education is to remain with the local authority. It was added there is an opportunity to draw up a three year business plan by February and that reference needs to be made to the work already achieved over the last eighteen months in order to change the Government's perception of the slow implementation of the consortium.

In response, Mr Geraint Rees noted that there was no intention for everything to be in place by next April. Financial resources would need to be recognised and further discussions held.

It was decided to: Accept, note the above and request Mr Geraint Rees to convey the concerns of the Joint Committee to the Minister for Education with regard to the new National Model for School Improvement

7. GwE USER GROUP MINUTES

For information, the minutes of the meeting of the above Group, held on 4 June 2013, have been received

8. GwE SENIOR SYSTEM LEADER PROFILES

For information, a profile of each GwE Senior System Leader has been received

The meeting commenced at 1.45 p.m. and concluded at 3.45 p.m.

CHAIR

**GwE JOINT COMMITTEE
12.03.14**

Present:

Councillor Sian Gwenllian (Vice-chair)

Councillors Chris Bithell (Flintshire County Council), Ieuan Williams (Isle of Anglesey County Council) and Michael Williams (Wrexham County Borough Council)

Co-opted Non-voting Members: Ms Rosalind Williams (St Asaph Diocese)

Non-voting Officers: John Davies (Wrexham County Borough Council), Karen Evans (Denbighshire County Council), Geraint James (Conwy County Borough Council), Dewi R Jones (Cyngor Gwynedd Council) and Dr Gwynne Jones (Isle of Anglesey County Council)

Also Present: Huw Foster Evans (GwE Chief Officer), Iwan Evans (Host Authority's Head of Legal Services – Cyngor Gwynedd Council), Sandra Evans (Host Authority's Human Resources Senior Adviser - Cyngor Gwynedd Council), Dafydd Edwards (Host Authority's Head of Finance - Cyngor Gwynedd Council), Geraint Rees (Welsh Government) and Bethan Adams (Host Authority's Members Support Officer - Cyngor Gwynedd Council)

Apologies: Councillors Wyn Ellis Jones (Conwy County Borough Council) and Eryl Williams (Denbighshire County Council), Rhys Howard Hughes (Primary Schools Representative) and Annwen Morgan (Secondary Schools Representative)

1. QUORUM

It was noted that a minimum of 5 voting members were required in order to ensure a sufficient quorum in a Joint Committee meeting.

RESOLVED to defer the meeting due to an insufficient quorum.

The meeting commenced at 1.45 p.m. and concluded at 1.55 p.m.

CHAIR



REPORT TO THE JOINT COMMITTEE

30 APRIL 2014

Report by: Chief Officer of GwE

Subject: Progress report on the development of GwE (Regional School Effectiveness and Improvement Service) together with an update on learner outcomes in North Wales schools based on available regional data.

1.0 Purpose of the report

1.1 To update Joint Committee members on the progress and development of GwE and on the outcomes for learners in North Wales schools based on available regional data.

2.0 Background

2.1 This report provides an update to the Chief Officer's report to the Joint Committee on 6 November 2013.

2.2 GwE continues to operate on the basis of the original Service Level Agreement as agreed by the six authorities.

2.3 Following the recommendation of the meeting of 6th November 2013, the Chief Officer has continued to represent GwE in national discussions on the development of the National Model for School Improvement. The Regional Business Case developed subsequently will be a core agenda item for the Joint Committee meeting of 12th March 2014.

3.0 Considerations

3.1 Every System Leader post has now been filled, either permanently or through secondments. The National Model changes the title of these posts to "Challenge Advisers" and notes the expectation that these roles will focus mainly on monitoring and challenge.

3.2 The work programme for the System Leaders includes the following:

- Whole team training sessions including on the use of Incerts software
 - Attending briefing session for Visit 2 with members of Local Authority home teams.
 - Preparing for and holding Visit 2 in every school and preparing reports; focus on developments since the last visit and on extended writing and feedback to learners on their work;
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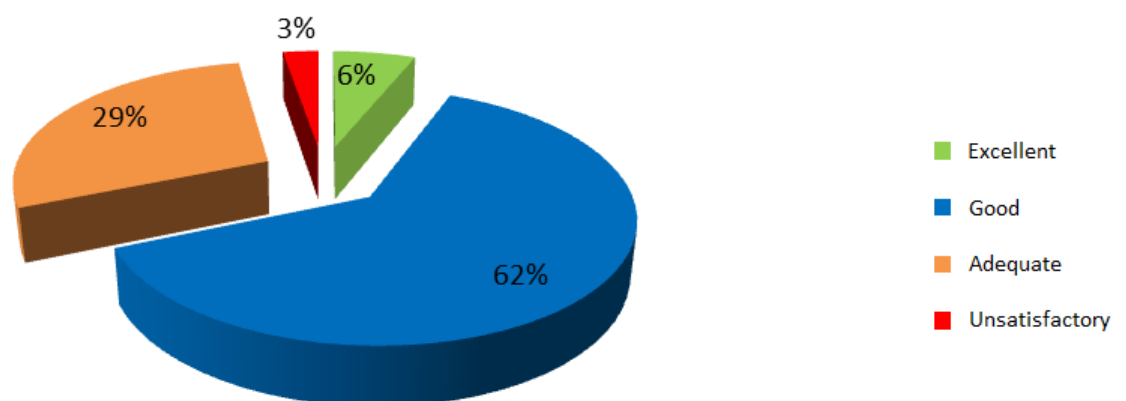
- Arrange and provide support for targeted schools;
- Pre-inspection support
- Post-inspection support
- Sub-regional team meetings
- Meetings with local authority home teams to discuss individual school issues

3.3 In addition, the Chief Officer has, on request, held meetings, made presentations and ran training on behalf of GwE with a variety of partners to include:

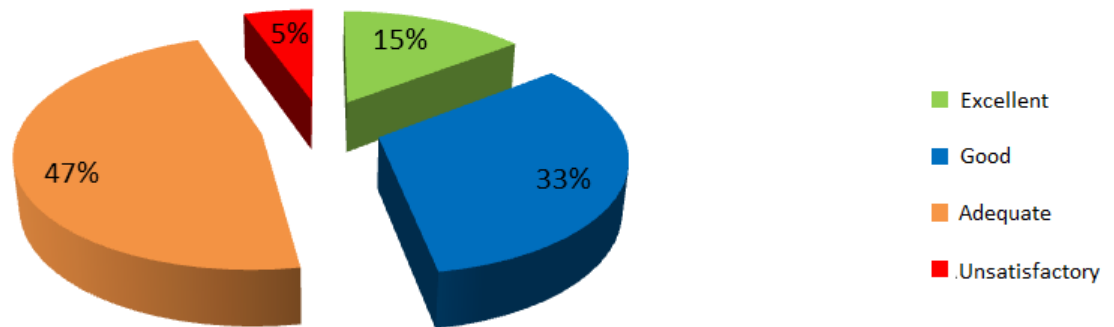
- Groups of school headteachers
- North Wales Governors Regional Conference
- Union representatives
- National Conferences of Teacher and Headteacher Unions
- Elected Member and Scrutiny Committees
- Local Authority Officers
- Welsh Government Officials

3.4 In his report to the Joint Committee on 6th November 2013 the Chief Officer referred to graphical information which displayed school category information following Visit 1 Autumn Term 2012 (held by local authority officers based on an agreed agenda) and Visit 3 Summer Term 2013 (the first visit to be held by the new service). Further information is now presented based on Visit 1 Autumn Term 2013.

Ymweliad 1 Hydref 2013 (Deilliannau) - Cynradd / Visit 1 Autumn 2013 (Outcomes) - Primary



Ymweliad 1 Hydref 2013 (Deilliannau) - Uwchradd / Visit 1 Autumn 2013 (Outcomes) - Secondary



These findings represent a considerable change from the situation in Autumn 2012 with an increase from 26% to 32% in the proportion of primary schools deemed adequate or unsatisfactory and a decrease in the proportion of primary schools deemed excellent from 11% to 6%. There was also an increase in the proportion of secondary schools deemed adequate or unsatisfactory from 38% to 52% although the proportion of unsatisfactory secondary schools fell from 13% to 5%. There was an increase in the proportion of excellent secondary schools from 9% to 15%. The most notable change in the secondary sector was the decrease in the proportion of good schools from 53% to 33%.

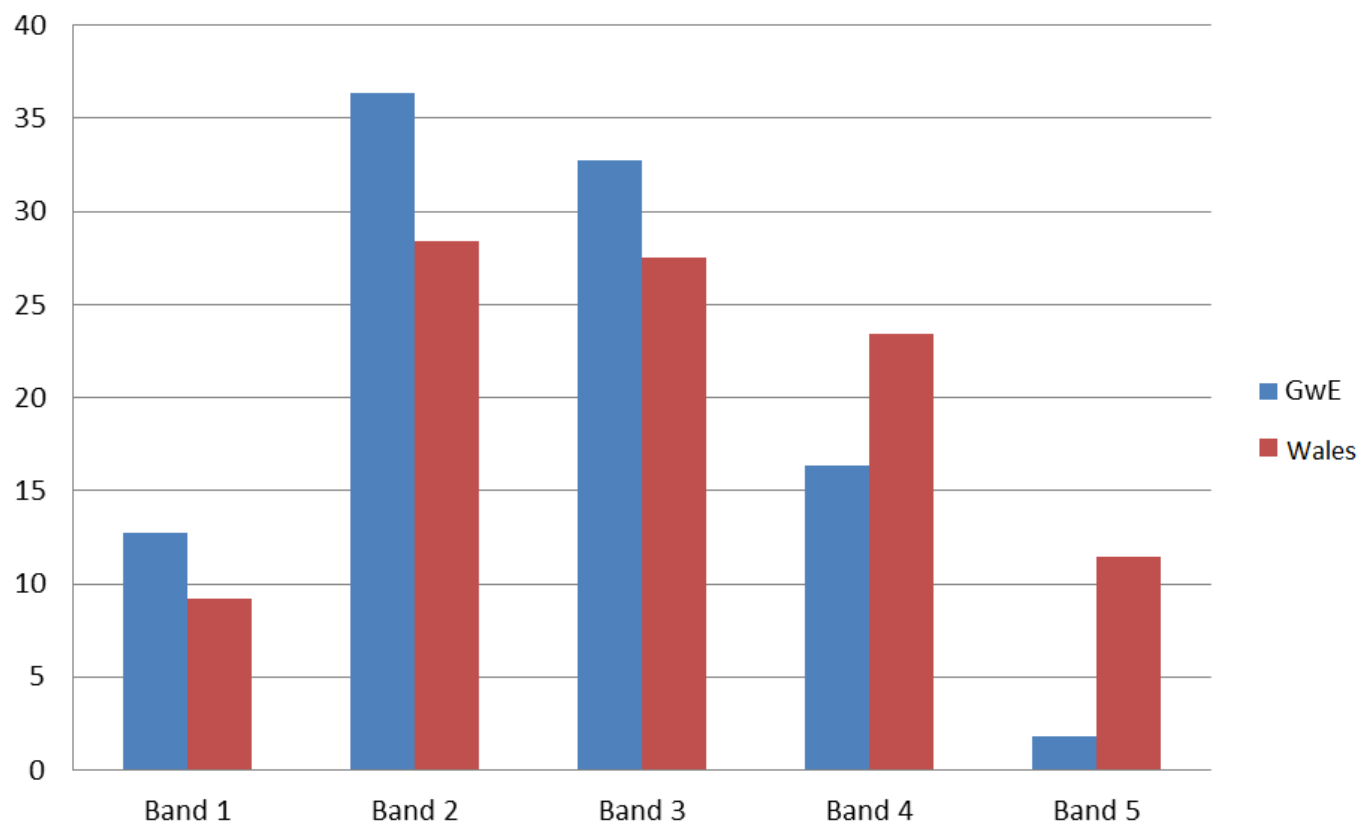
These changes are to be expected given that the evaluation tool used to form these judgments is now more familiar and also due to the fact that the Service Level Agreement itself insists that school must be in the lower two categories in order to claim additional support from the service. It should also be noted that the judgment on outcomes will in future be driven by a national categorisation system which is part of the National Model and further information on this will soon follow.

The findings for special schools are very positive and reflect significant strengths within this sector.

It should also be emphasised that GwE continues to hold standardisation activities across the region. These include sharing and moderating of reports as well as holding joint visits.

It is also noted here, for information and in order to place the above data in a national context, that the banding profile for secondary schools for the GwE region as compared to the rest of Wales is as follows:

Bandio/Banding 2013



It can be clearly seen from the above chart that banding, which in itself has strengths and weaknesses, offers a very positive picture of the secondary schools of North Wales as compared to the rest of the country. Although there is no similar process for banding primary schools, it is worth remembering that the learners who leave school at 16 years of age will have received the majority of their education in our primary schools.

3.5 Literacy and Numeracy – update since the last report. One of GwE’s Senior System Leaders continues to provide the main link between the region and the National Support Programme. The expectations in this area have increased substantially as a result of the National Model and it is no longer sustainable to split these duties in this way. Consequently, the Service will appoint a new Senior System Leader for the Flintshire/Wrexham Hub and release the current post holder to concentrate on the development of literacy and numeracy support programmes (including closing the poverty gap) across the region in accordance with the requirements of the National Model. This will include developing a coordinated regional plan for the use of the School Effectiveness Grant (SEG) with a focus on the following areas:

- Ensuring consistency in provision and support across the region by offering guidance to schools on administering and marking the National Tests, including monitoring the administration on behalf of the Local Authorities
- Developing leadership in literacy and numeracy within the region’s schools by
 - Ensuring that schools’ SEG plans are appropriate and provide appropriate focus on learner outcomes
 - Making the most effective use of test data

- Providing guidance on how to lead whole school progress
- Monitoring literacy and numeracy provision across the school
- Increasing accountability at school level for the outcomes of the national tests
- Improving teaching by ensuring that
 - Teachers make full use of the National Literacy and Numeracy Framework (LNF) across the age and ability range
 - A range of effective teaching strategies are used appropriately in order to increase learner attainment levels
 - There is a focus on moving from 'good' to 'outstanding' as well as from 'adequate' to 'good'
- Support for classroom support assistants by
 - Improving their skills and understanding of the requirements of the LNF and their role in that process
 - providing specific training on intervention programmes.

3.6 The GwE User Group continues to meet with a wide representation from headteachers and governors. There is now also a Welsh Government representative who attends as an observer. Very useful and valuable feedback is provided by members and the main matters under discussion recently can be summarised as follows:

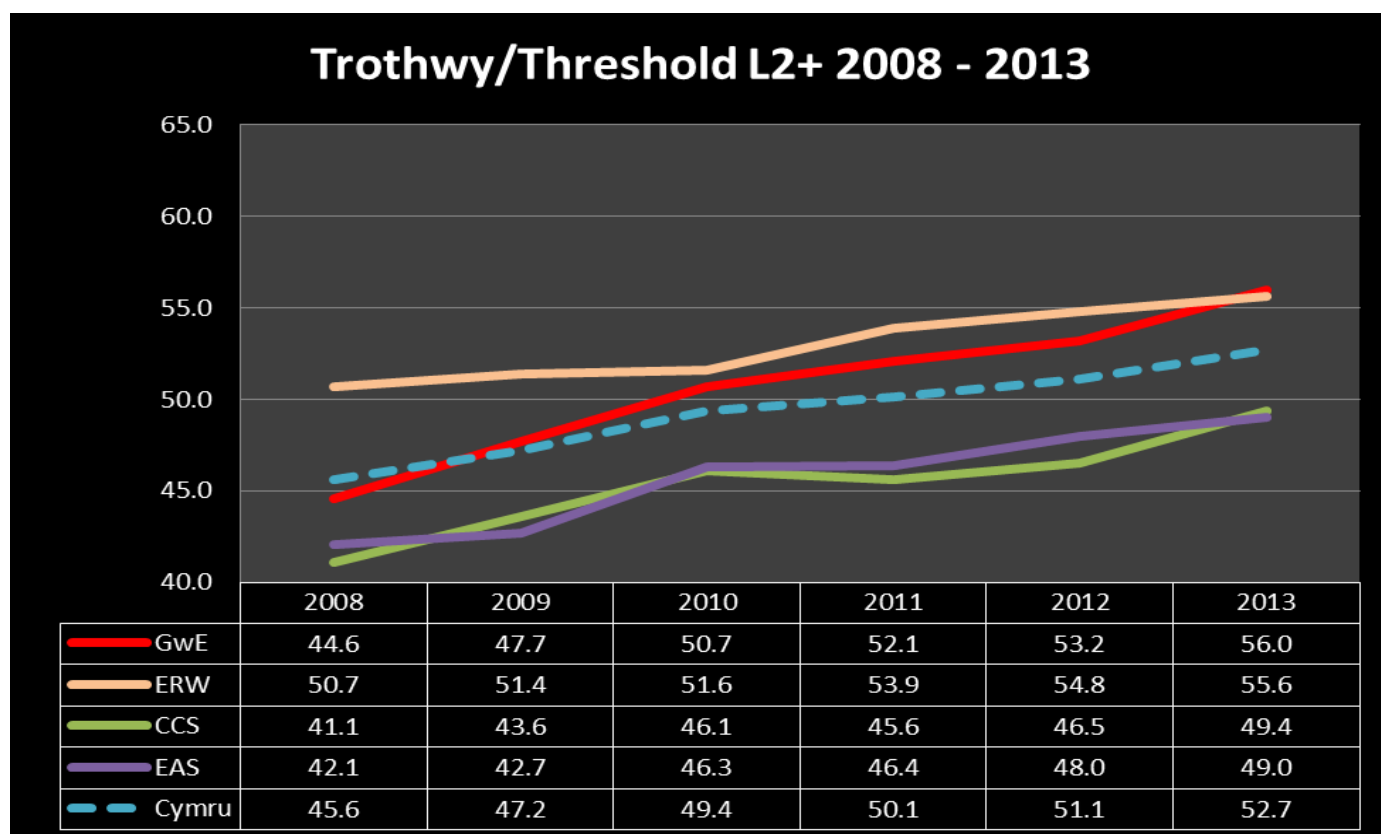
- Providing feedback on Visit 1 (Autumn Term) – see also (Appendix 1) the response to the on-line questionnaire sent to every school following Visit 1.
- Arrangements for Visit 2 – a very valuable discussion on the need for the service to be flexible in its expectations of schools and to accept that they may have well-developed and sophisticated systems for scrutinising pupils' work. It is an on-going challenge for GwE to develop a regional agenda according to the requirements of the local authorities whilst avoiding a "one size fits all" scenario.
- Implications of the National Model.

3.7 The trades unions consultation meetings continue under the chairmanship of the Consortium Lead Director.

4.0 Update on Learner Outcomes 2013

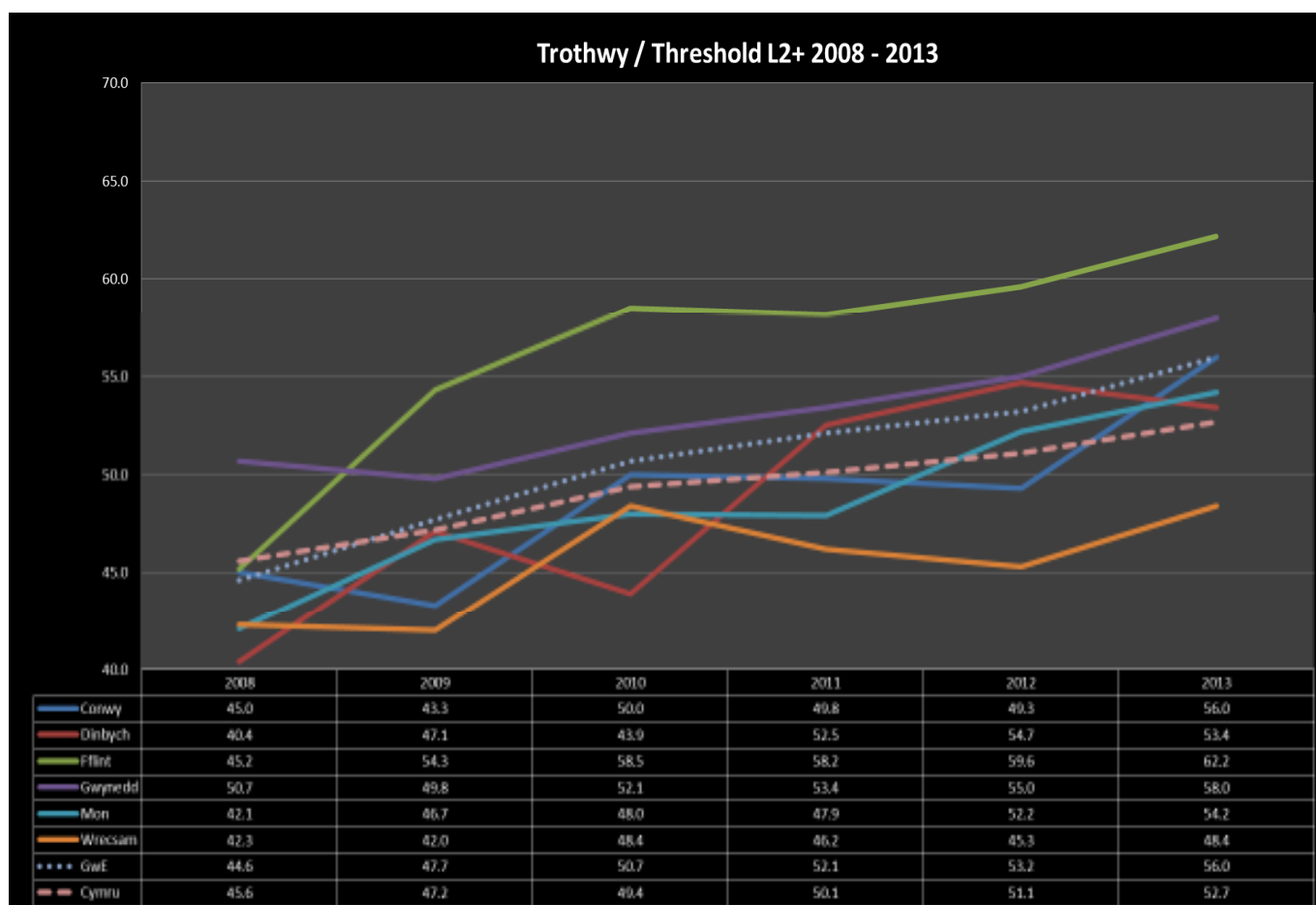
4.1 The processes for collating and analysing learner outcome data within the region are still developing. There is a regional team in place since January 2014 and it will be their task to ensure that timely and quality analyses are available for GwE. It cannot be over-emphasised how essential this work is for the success of the service and clear protocols must be established for prioritising work and for confirming what exactly GwE can expect from the team. It should also be noted that it continues to be a matter of considerable frustration that information on 2013 learner outcomes is being made available by Welsh Government within a few months of the start of the final 2014 examination round.

4.2 As an update to the what was noted in the 6 November 2013 report the following information is presented :



As can be seen above, there was an increase of 11.4 percentage points (pp) in the L2+threshold in North Wales between 2008 and 2013 which is a considerably higher rate of increase than that seen nationally (6.6pp) and also higher than any of the other regions (ERW – South West and Mid Wales, CCS – Central South Wales, EAS – South East Wales).

The pattern across the six individual authorities in North Wales is noted below for information :



In addition, following the last report to the Joint Committee in November the final figures for the performance of learners eligible for Free School Meals (FSM) in 2013 has been published :

	TL2+ (FSM)		TL2+ (no FSM)		Gap (no FSM – FSM)	
	2012	2013	2012	2013	2012	2013
GwE	23.2	29.8	59.0	61.5	35.8	31.7
Wales	23.4	25.8	56.6	58.5	33.2	32.7

There was an increase in the performance of FSM learners in North Wales in 2013 as well as in the performance of the non FSM learners. There was also a decrease in the performance gap between the two cohorts and this decrease was greater than was seen nationally.

5.0 Schools in Estyn Categories

5.1 One of the key aims of the Service, as noted in the Full Business Case, is to work towards ensuring that there is no “Local Authority, school or learning establishment in any Estyn category which requires significant improvement or special measures”.

5.2 This was the situation in April 2013, October 2013 and March 2014

<i>April 2013</i>	Primary	Secondary
Significant Improvement	6	3
Special Measures	3	2

<i>October 2013</i>	Primary	Secondary
Significant Improvement	4	1
Special Measures	2	2

<i>March 2014</i>	Primary	Secondary
Significant Improvement	5	1
Special Measures	3	2

6.0 The Future

6.1 The future of the service, as has been mentioned previously, is fully entwined with the development of the National Model which can be seen in its final form in Appendix 2. The Draft Regional Business Case, which has been prepared to respond to the requirements of the Model will be discussed in the Joint Committee meeting of 12th March. This document includes the Key Outcomes for the region and, based on these Outcomes, the Education Minister and his officers will challenge the Chief Officer of GwE on the success of the service in a series of termly meetings to start in the Summer of 2014.

6.2 GwE will need to develop its capacity to respond to the requirements of the Regional Business Case and I include, for your information, the current staffing structure for the EAS Service in South East Wales (Appendix 3). The National Model was based on the work done by EAS and I would be keen to move to appoint, from within GwE's current resources, an individual to lead and coordinate the development of the service's regional support capacity in line with the Regional Business Case.

7.0 Recommendations

7.1 The Joint Committee is asked to:

7.1.1 note the content of the report on the current developments within GwE and the updates on the performance indicators

7.1.2 approve that the Chief Officer continues to work alongside the Directors of Education in the six authorities to enact the requirements of the Regional Business Plan and report back to the Joint Committee on the developments

8.0 Financial Implications

8.1 There are no additional financial implications as a result of this report

9.0 Equality Impact

9.1 There are no new equality impacts arising from this report

10.0 Personnel Implications

10.1 As explained within the body of the report

11.0 Consultations

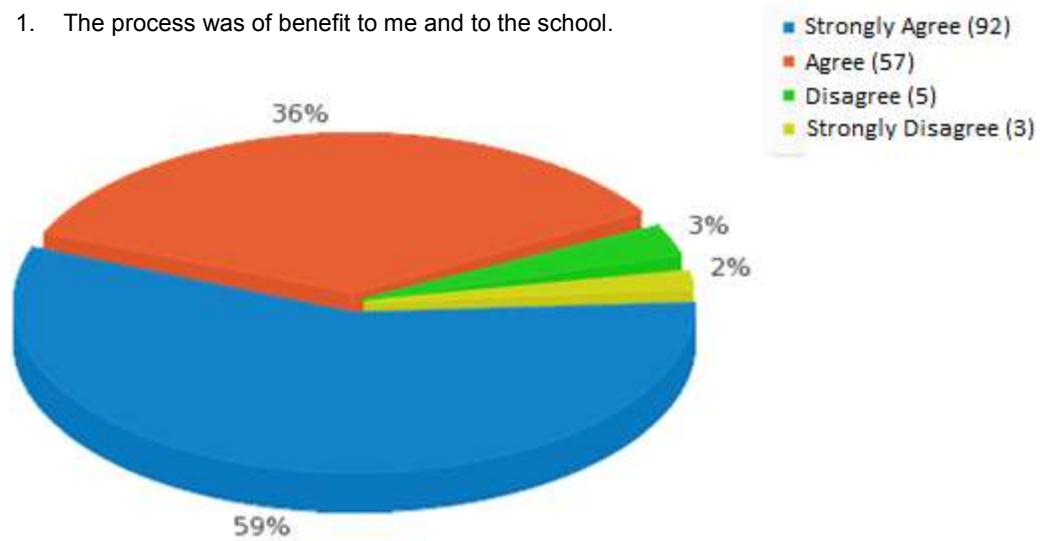
11.1 None as a direct result of this report

12.0 Appendices

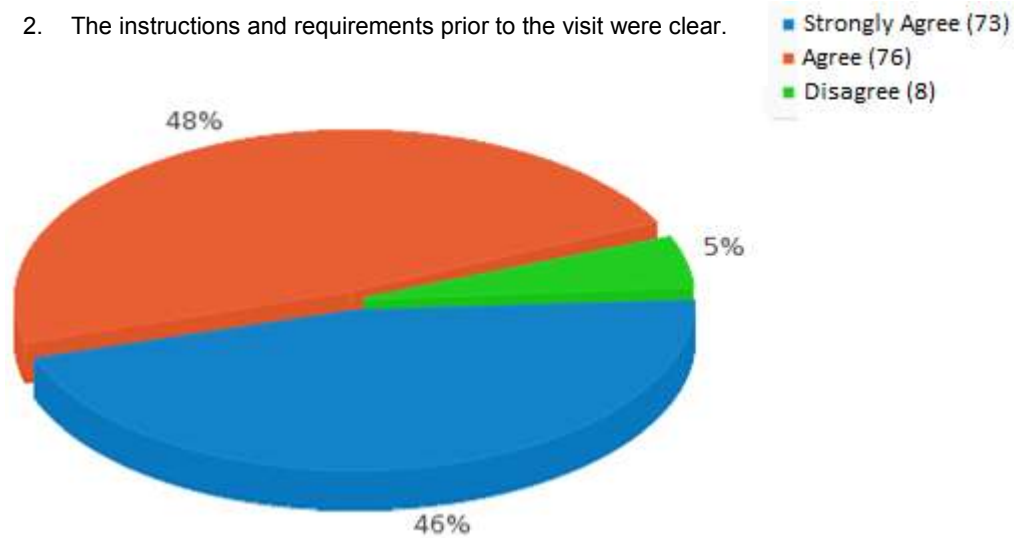
- Appendix 1 : Schools' response to Visit 1 questionnaire
- Appendix 2 : The National Model
<http://wales.gov.uk/topics/educationandskills/publications/guidance/national-model-for-regional-working/?lang=en>
- Appendix 3 : EAS Staffing Structure (South East Wales Consortium)

Appendix 1: Schools' response to Visit 1 questionnaire

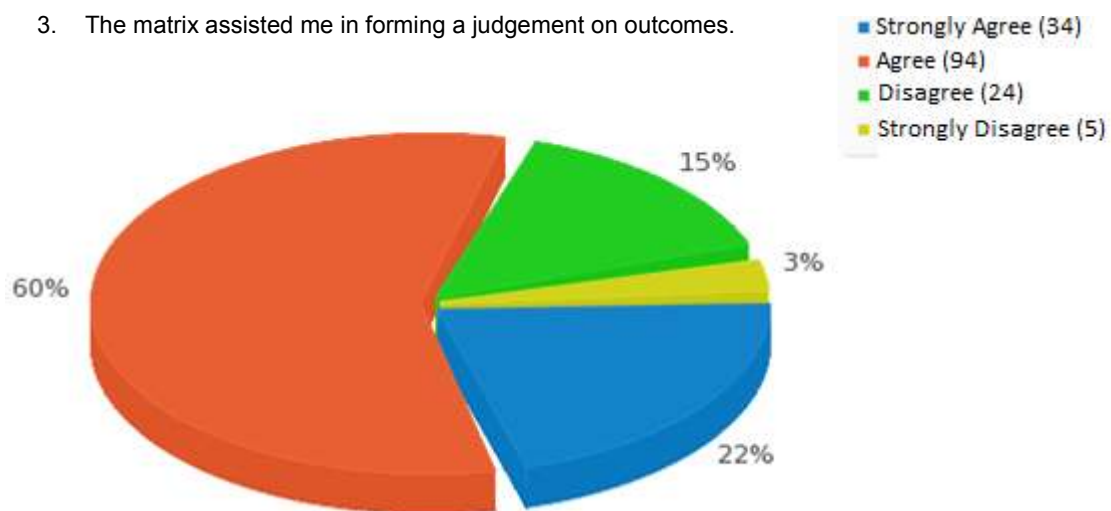
1. The process was of benefit to me and to the school.



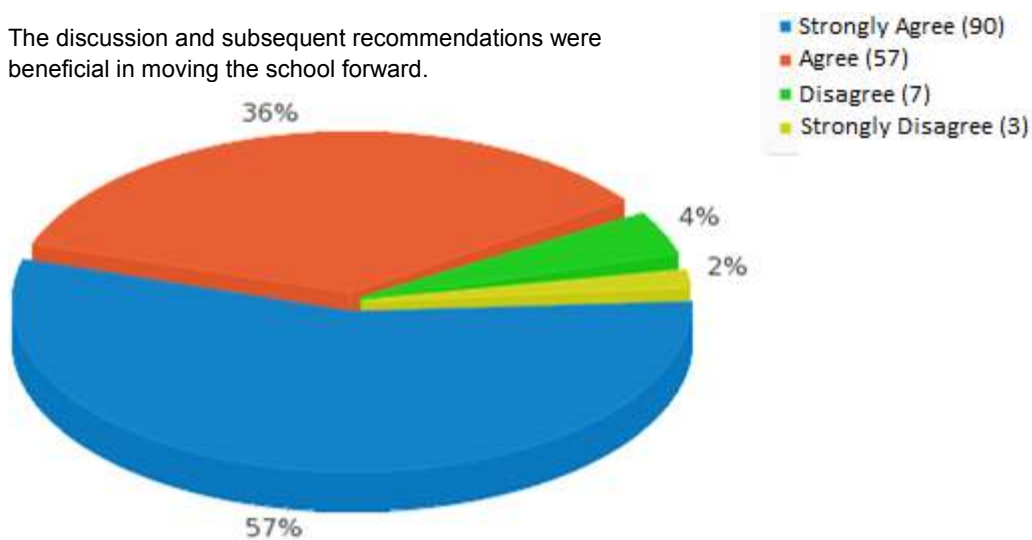
2. The instructions and requirements prior to the visit were clear.



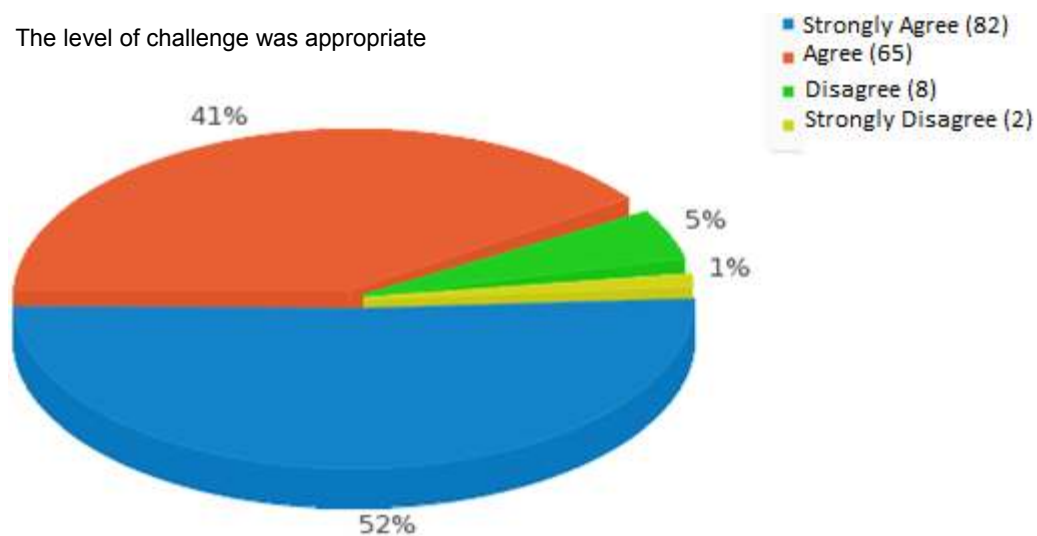
3. The matrix assisted me in forming a judgement on outcomes.



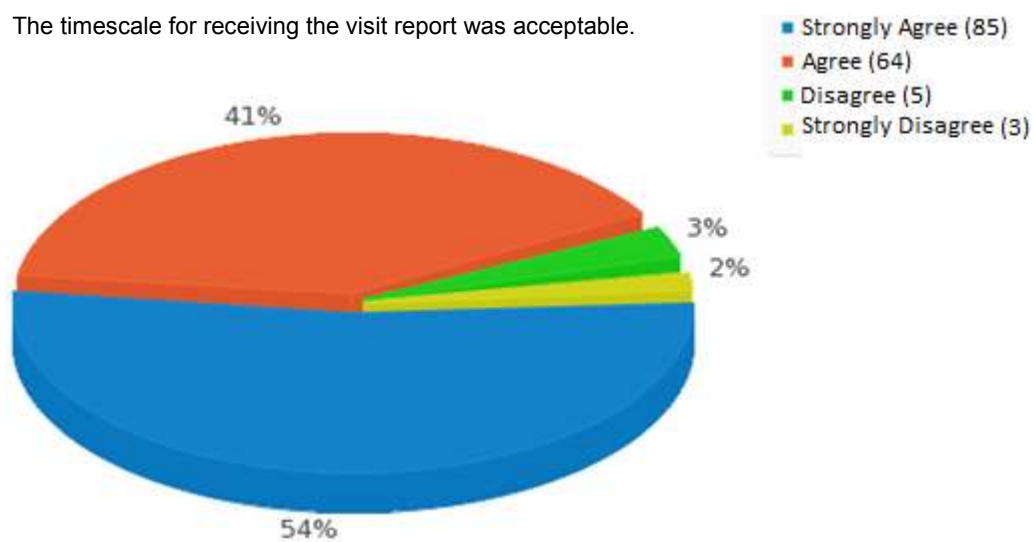
4. The discussion and subsequent recommendations were beneficial in moving the school forward.



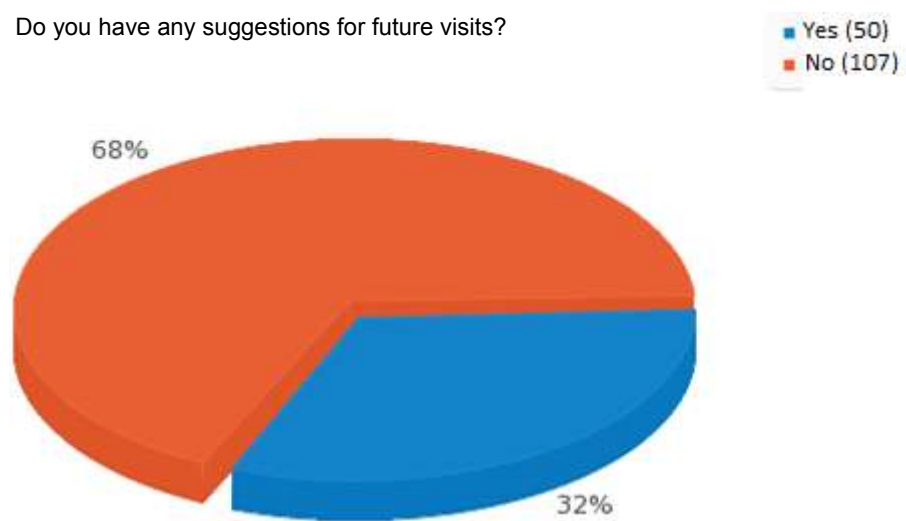
5. The level of challenge was appropriate



6. The timescale for receiving the visit report was acceptable.



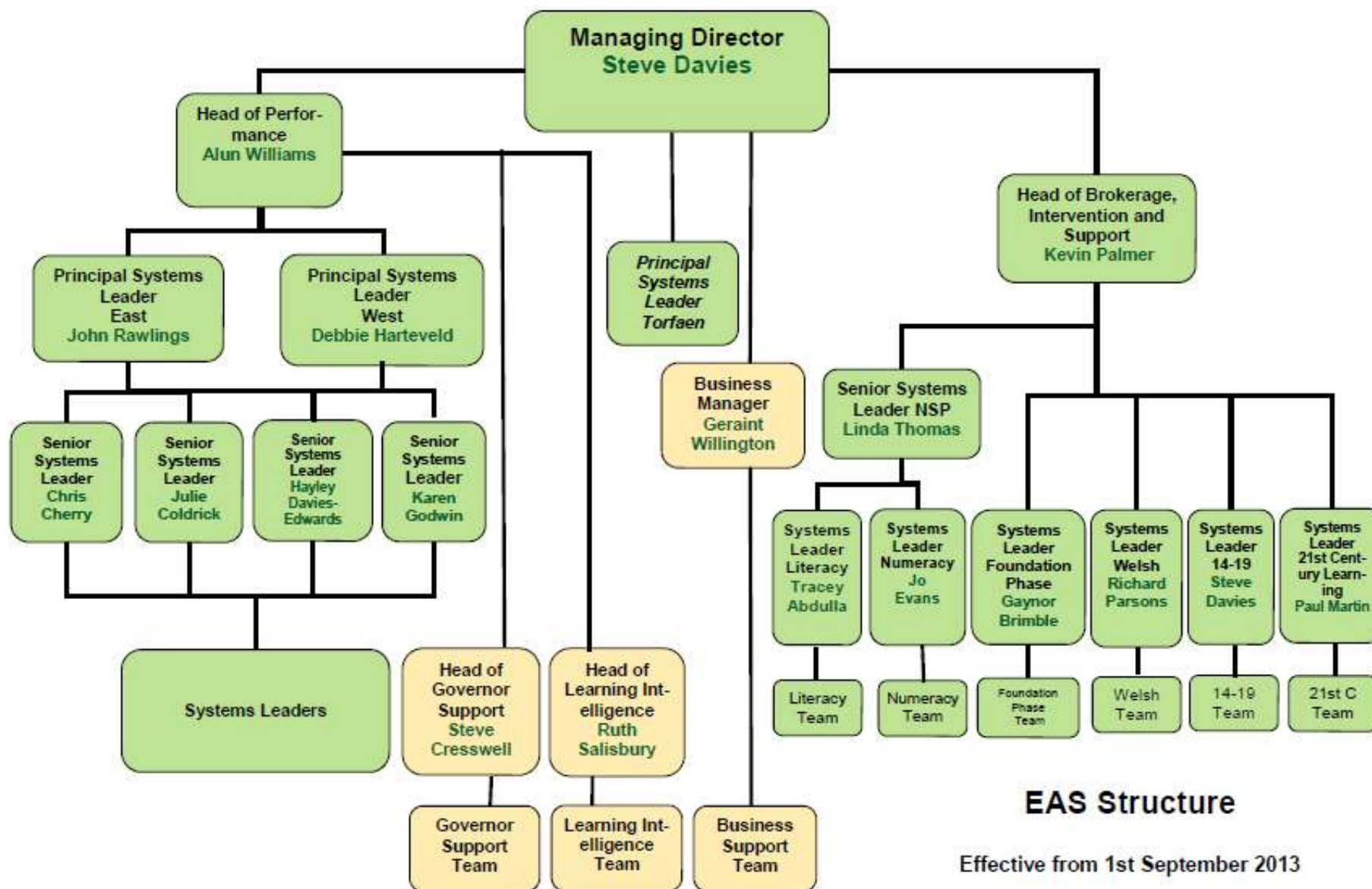
7. Do you have any suggestions for future visits?



Appendix 2: The National Model

<http://wales.gov.uk/topics/educationandskills/publications/guidance/national-model-for-regional-working/?lang=en>

Appendix 3: EAS Staffing Structure (South East Wales Consortium)





REPORT TO THE JOINT COMMITTEE

30 April 2014

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

Subject: GwE Budget 2013/14 – Financial Review (3rd Quarter)

1.0 Purpose of the Report

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

2.0 Introduction

2.1 The report focuses on 'significant' financial variances that have emerged.

2.2 In 2013/14, a net underspend of (£563,000) is estimated against the budget set as part of the Full Business Case to establish GwE. The Joint-Committee was informed on 6th November, 2013 of a £413,000 underspend, that is an increase in the underspend of (£150,000).

3.0 Details of 'Significant' Financial Variances between 2nd Quarter report and 3rd Quarter report.

3.1 Employee Related Costs: 2nd Qtr: £81k overspend; 3rd Qtr: £2k overspend

Slippage with the Welsh Government's national training programme for System Leaders, with expenditure now transpiring in the 2014/2015 financial year.

3.2 Commissioning: 2ndQtr: No over or underspend; 3rdQtr: (£52k) underspend

Slippage in the Commissioning heading in 2013/14.

4.0 Recommendation

4.1 The Joint Committee is requested to confirm earmarking £70,000 for the Welsh Government's national training programme for System Leaders.

4.2 The Joint Committee is requested to confirm earmarking the remaining £493,000 to reinforce the commissioning budget and to deliver the Regional Business Plan to implement the National Model in 2014/15.

Appendices

Appendix 1: GwE Budget 2013/14 – Financial Review

Atodiad 1 / Annex 1Crynodeb Adolygiad Ariannol / Financial Review Summary

	Cyllideb / Budget	Gwariant y Rhagwelir Ch3 / Anticipated Expenditure Q3	Amrwymiant / Variance	Amcangyfrif Ch2 / Q2 Estimate Adroddwyd / Reported 09/11/2013	Amrwymiant Rhwnng CH2 a CH3 Variance Between Q2 and Q3
Costau Cyflogeion / Employee Costs	2,891,989	2,497,452	-394,537	-380,152	-14,385
Costau'n Gysylltiedig â Chyflogeion / Employee Related Costs	24,700	26,646	1,946	81,111	-79,165
Costau'n Gysylltiedig â Eiddo / Premises Related Costs	49,600	35,564	-14,036	-14,036	0
Costau'n Gysylltiedig â Chludiant / Transport Related Costs	190,370	105,786	-84,584	-73,480	-11,104
Cyflenwadau a Gwasanaethau / Supplies and Services	57,725	86,462	28,737	12,997	15,740
Comisiynu / Commission	250,000	197,840	-52,160	0	-52,160
Costau Gwasanaethau Cefnogi / Support Services Costs	50,647	50,647	0	0	0
Cylldeb heb ei ddyrannu / Unallocated budget	4,969	0	-4,969	-4,969	0
Incwm - Secondiadau / Secondments Income	0	-43,550	-43,550	-34,250	-9,300
Cyfanswm / Total	3,520,000	2,956,847	-563,153	-412,779	-150,374



REPORT TO THE JOINT COMMITTEE

30 APRIL 2014

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

Subject: Base Budget 2014/15

1.0 Purpose of the report

1.1 Present the 2014/15 GwE Base Budget (Appendix 1) to the Joint Committee.

2.0 Background

2.1 The budget prepared continues to follow the format as set out in the final business case.

2.2 During the financial year 2014/15 it is intended to conduct a review of the budget using information gained during the first year of operation and an assessment of future requirements.

2.3 The financial effect of inflation/price increases has been estimated and incorporated within the budget (including pay awards, revised national insurance table and consumer price index increase).

2.4 The budget has also been increased in line with Wales Government guidance provided through the 'National Model for Regional Working' document.

2.5 The National Model document identifies the functions and services that regional consortia will provide from, or as soon as possible after, the 1st April 2014.

2.6 Full details of the National Model are provided in separate report to this Joint Committee meeting by the Chief Officer, GwE.

3.0 Underspend Carried Forward

3.1 The estimated underspend in 2013/14 is the subject of a separate report to this meeting.

3.2 Any such one-off funds carried forward will be added to the 2014/15 budget in year, for one off purposes as agreed by the GwE Joint Committee.

4.0 Recommendation

4.1 That the GwE Joint Committee adopts the base budget for 2014/15 as presented in Appendix 1

Appendix 1

Cyllideb Sylfaenol Cyd Bwyllgor GwE 2014/15						
GwE Joint Committee Base Budget 2014/15						
		Cyllideb <i>Budget</i> 2013/14	Addasiad chwyddiant <i>Inflation adjustment</i>	Is-gyfanswm <i>Sub-total</i> 2014/15	Addasiadau Model Cenedlaethol <i>National Model adjustments</i>	Cyllideb Terfynol <i>Final Budget</i> 2014/15
		£	£	£	£	£
Incwm	Income					
Grant Effeithiolrwydd Ysgolion (GEY)	<i>School Efficiency Grant (SEG)</i>	0	0	0	1,662,000	1,662,000
Grant y Gymraeg Mewn Addysg (GGMA)	<i>Welsh in Education Grant (WEG)</i>	0	0	0	701,069	701,069
Cyfanswm incwm	Total Income	0	0	0	2,363,069	2,363,069
Gwariant	Expenditure					
Costau Cyflogaion	<i>Employee Costs</i>	2,891,989	27,620	2,919,609		2,919,609
Costau'n Gysylltiedig â Chyflogaion	<i>Employee Related Costs</i>	24,700	530	25,230		25,230
Costau'n Gysylltiedig â Eiddo	<i>Premises Related Costs</i>	49,600	1,040	50,640		50,640
Costau'n Gysylltiedig â Chludiant	<i>Transport Related Costs</i>	190,370	4,000	194,370		194,370
Cyflenwadau a Gwasanaethau	<i>Supplies and Services</i>	62,694	1,300	63,994		63,994
Comisiynu	<i>Commissioning</i>	250,000	5,250	255,250		255,250
Costau Gwasanaethau Cefnogi	<i>Support Services Costs</i>	50,647	1,070	51,717		51,717
Ymrwymadau Model Cenedlaethol	<i>National Model Commitments</i>	0	0	0	595,446	595,446
Grant Effeithiolrwydd Ysgolion (GEY)	<i>School Efficiency Grant (SEG)</i>	0	0	0	1,662,000	1,662,000
Grant y Gymraeg Mewn Addysg (GGMA)	<i>Welsh in Education Grant (WEG)</i>	0	0	0	701,069	701,069
Cyfanswm gwariant	Total Expenditure	3,520,000	40,810	3,560,810	2,958,515	6,519,325
Cyfanswm Cyllideb Net	Total Net Budget	3,520,000	40,810	3,560,810	595,446	4,156,256
I'w arianu gan	Funded by	Cyllideb	Addasiadau chwyddiant a chanran cyfraniad	Is-gyfanswm	Addasiadau Model Cenedlaethol	Cyllideb Terfynol
		Budget	Inflation and contribution	Sub-total	National Model adjustments	Final Budget
		2013/14	proportion	2014/15		2014/15
		£	£	£	£	£ %
Ynys Môn	<i>Isle of Anglesey</i>	356,402	7,744	364,146	60,893	425,039 10.23
Gwynedd	<i>Gwynedd</i>	634,878	5,736	640,614	107,125	747,739 17.99
Conwy	<i>Conwy</i>	550,600	5,308	555,908	92,960	648,868 15.61
Dinbych	<i>Denbighshire</i>	531,136	8,001	539,137	90,156	629,293 15.14
Fflint	<i>Flintshire</i>	791,334	5,652	796,986	133,274	930,260 22.38
Wrexham	<i>Wrexham</i>	655,650	8,369	664,019	111,039	775,058 18.65
Cyfanswm	Total	3,520,000	40,810	3,560,810	595,446	4,156,256 100



Model Cenedlaethol ar gyfer Gwella Ysgolion Rhanbarthol

National Model for Regional School Improvement

Cynllun Busnes *Business Plan*



Foreword

Our collaboration locally within Education services over the last 4 years has led to significant improvements in our working arrangements. Nevertheless, the recent appointment of a new Chief Officer for GwE, the regional School Improvement Service, has added capacity and leadership at all levels of our work. Strengthening our governance arrangements and challenging each other at local authority level have been key characteristics of our work in the last 12 months. This robust discussion means that we have come to a consensus on the future goals and arrangements. We have agreed a common intelligence system across the region, which will be fully operational in all schools by July 2014. We have also agreed to extend and speed up the pace at which we bring support services for learners into the regional fold. Our evidence clearly demonstrates the impact of multi-agency working on attendance and outcomes in all key stages and post 16.

However, despite improving at a greater pace than the rest of Wales at KS4 this year, we recognise that the pace of improvement on the most significant indicators at all key stages is still not good enough. Our own self-evaluation tells us that we need to revise our current Service Level Agreement between GwE and the 6 Local Authorities in order to allow a more flexible, needs-driven response to underperformance. We believe that the implementation of the national school categorisation system as an integral part of this Business Plan will contribute to the step change in learner outcomes that we seek and our learners deserve.

As a Joint Committee, we can fully support the priorities and actions noted in this document. We recognise that we will have to make difficult decisions in order to implement some of the high aspirations, but we feel that we have a strong team centrally and an enthused workforce within schools ready to empower learners to achieve the best they can.

The following timetable for alignment with the National Model will be underpinned by detailed business planning which will guide the transfer of additional functions and their associated funding streams to GwE. It is important that these developments are managed carefully, so that we maintain our focus on securing the best possible outcomes for learners in the Summer of 2014. Any transfer of additional functions to GwE must be achieved within a context of continued improvement.

The priority outcomes identified in this document have been agreed by all 6 constituent local authorities. They reflect our commitment to addressing the current National Priorities of Literacy, Numeracy and breaking the cycle of Poverty and Disadvantage. We aim to improve outcomes for all our learners at all levels of performance – from those with Special Educational Needs to those who are More Able and Talented. In so doing, we shall be ensuring that our learners are well prepared for the revised GCSEs of 2015, whilst urging our schools to focus on skills development within an appropriate curriculum framework. In this way, we aspire to improved performance in the PISA tests of 2015 so that we can be proud of our nation's performance.

Our methodology will place a growing emphasis on empowering schools to support each other, using good practice from those schools involved in the Lead and

Emerging Practitioner Schools project whilst building on the foundations that have already been laid in Anglesey and, increasingly, across Gwynedd.

In order to maximise our contribution to the national improvement journey, we are keen to work with Welsh Government and other key stakeholders to acknowledge the recent progress made within our region – including in terms of the rate of progress with regard to the Level 2+ indicator at KS4 and the positive profile with regard to secondary schools Banding information – so that we can identify more precisely the contribution that North Wales can, and should, make in order to work towards a profile of increasingly successful schools across Wales.

Aspects of National Model	2014-15	2015-16
<p><u>Establishment of a Joint committee</u></p> <p>The membership and constitution of the Joint Committee is subject to an Inter Authority Agreement. The attached Appendix A identifies the current arrangements and the matters requiring discussion and agreement with regard to alignment with the National Model.</p>	<p>Need to review membership at the next meeting on 12th March in order to take account of suggestions within with National Model.</p>	
<p><u>Executive board</u></p> <p>This role is currently carried out by the North Wales Strategic Group of Directors of Education.</p>	<p>Membership categories and numbers to be considered by the Joint Committee on 12th March, with approval of individual appointees at subsequent meeting, once WG/WLGA approved list is available.</p>	
<p><u>Working arrangements with Local Authorities for statutory responsibilities.</u></p>	<p>Already in place via regular monthly meetings between GwE's MD and the 6 Education Directors. This is further supported by regular half-termly meetings between GwE's Senior System Leaders and LA Intelligent Client Officers.</p>	
<p><u>Identify and recruit suitable high calibre Challenge Advisers</u></p> <p>The current cadre of System Leaders within GwE comprise a balance of colleagues on permanent contracts with those on secondment from leadership roles in schools.</p>	<p>The move towards the Challenge Adviser role will be supported by relevant professional development opportunities, including access to the National Training Programme. QA and PM processes will be followed rigorously to ensure high quality.</p>	

<u>To ensure that all challenge advisers and school leaders are familiar with the key characteristics of and can facilitate effective school to school collaboration</u>	Organise T&D events to share good practice from within the region (e.g. Anglesey, schools elsewhere who are engaged in the Lead & Emerging Schools Project) and elsewhere and to promote the establishment of effective PLCs.	
<u>Strengthening central team</u>	Review existing staffing structure, including the need to increase the Business Support function. Opportunities to realign existing resource will be explored.	
<u>Effective oversight of available resources and spend. To include budget and proportion of employed staff and flexible resources for interventions</u>	To be addressed by the Business Support Team, with the support of the Finance Department from the Host Authority, subject to approval by the Joint Committee.	
<u>Common regional data collation system</u> This work is already in hand via our Regional MIS (RMIS) Project. Business processes and data formats for School Improvement have been harmonised across the region. Work is now underway with regard to additional priorities outside of the GwE remit – SEN, Transport, LAC and Admissions and Transfers. An Information Sharing Protocol has been developed and agreed with all Local Authorities and schools to facilitate shared access to data for delivery of educational services. Plans are in place to pilot a pupil tracking system with schools. This would enable pupil tracking using near real-time data within Local Authorities, sub-regions and the Consortium.	This work will now be aligned with and informed by national proposals being led by Stephen McMillan, Head of ICT Strategy Branch, WG.	

<u>Effective functioning HR support</u>	Initial audit required of practice across the region to inform a Business Case, which will identify the most effective way of addressing this aspect.	Implementation of the approved outcome of the Business Case.
<u>Governor advice and support</u>	Initial audit required of practice across the region to inform a Business Case, which will identify the most effective way of addressing this aspect.	Implementation of the approved outcome of the Business Case.
<u>Align 14-19 arrangements</u>	Already in place within the wider consortium arrangements. A Business Case will be produced to identify the most effective way of addressing this aspect via GwE.	Implementation of the approved outcome of the Business Case.
<u>Co-ordination of the regional dimension of the ICT Strategy</u> All six Management Information databases are hosted within one Authority. Secure access has been provided for Local Authority Officers and staff delivering a regional service including school improvement. Secure access is provided via a virtual network that has been procured by the Consortium from the Public Sector Broadband Aggregation team at the Welsh Government.	Work is now required to inform a Business Case, which will consider and identify the most effective way of addressing this aspect, including alignment with the regional data collation systems within the RMIS project.	Implementation of the approved outcome of the Business Case.
<u>Arrangements for user panels</u> Existing arrangements include regular half-termly meetings of the Lead Director and MD with the GwE User Group, which includes Headteacher and Governor representation from all 6 LAs.	Discussion and agreement needed with regard to the NM requirement for HTs and Gvs to attend separate meetings at the next meeting of the User Group on 11 th March.	

<u>Coordination and Quality Assurance of Foundation Phase training and support</u>	Initial audit required of practice across the region to inform a Business Case, which will identify the most effective way of addressing this aspect.	Implementation of the approved outcome of the Business Case.
<u>Alignment of WESP and WEG across the region</u>	Already in place within the wider consortium arrangements. A Business Case will be produced to identify the most effective way of addressing this aspect via GwE.	Implementation of the approved outcome of the Business Case.

Governance & Accountability

GwE Current Arrangements >> National Model

		Current Arrangements: as detailed in the Inter Authority Agreement (sealed: 18/02/13) & the 2013/14 Service Level Agreement	The National Model	Issues for consideration
GOVERNANCE & ACCOUNTABILITY				
1.0	JOINT COMMITTEE			
1.1		<p>Constituted by the Councils under section 101(5) and 102(1) of the Local Government Act 1972 & section 20 of the Local Government Act 2000. Meetings of the Joint Committee are subject to the provisions of the Local Government Act 1972 including the provisions on access to information</p> <p>Meetings held in public.</p>	<p>Sections 101 & 102 of the LGA 1972 (and in the case of Executive Functions sections 19 and 20 of the LGA 2000 and relevant Regulations made under these sections) enable the work of authorities to be discharged through a variety of internal arrangements, and, in this context, external arrangements involving, and working with, other authorities. In particular these powers include the ability of two or more authorities to discharge any of their functions jointly, and where this occurs, to do so via a Joint Committee, and / or by their officers.</p> <p>Meetings will be held in public</p>	
1.2	Membership	<ul style="list-style-type: none"> Voting Members: 6 Education Portfolio Members (one from each LA) 	<ul style="list-style-type: none"> Voting Members: 6 Council Leaders (or nominated deputy) (one from each LA) 	

		Current Arrangements: as detailed in the Inter Authority Agreement (sealed: 18/02/13) & the 2013/14 Service Level Agreement	The National Model	Issues for consideration
		<ul style="list-style-type: none"> Co-opted Non-voting Members: 1 Diocesan Rep. / 1 Primary Rep. / 1 Secondary Rep. / 1 Special Schools Rep. / 1 Governor Rep. Non-voting Officer Members: 6 Statutory Chief Education Officers (one from each LA) Officers in attendance: 1 Legal Rep. / 1 S151 Rep. <p><i>Representatives nominated to the Joint Committee may only serve on the JC whilst concurrently remaining members of the User Group.</i></p>	<ul style="list-style-type: none"> Non-voting Officer Member: Lead Chief Executive. MD & Chair of Executive Board shall attend meetings. 	
1.3	Quorum	5 voting members	Not specified	
1.4	Responsibilities / Terms of reference	<ul style="list-style-type: none"> Promote joint working To oversee the management of the service & ensure the service provides & performs Approve the budget Approve the business plan To monitor & manage the risks To ratify requests from the service for additional funding To approve the staff structure To appoint the Chief Officer To decide on disciplinary action against the Chief Officer 	<ul style="list-style-type: none"> Performance management Approving consortia budget (including remuneration) Business planning 	

		Current Arrangements: as detailed in the Inter Authority Agreement (sealed: 18/02/13) & the 2013/14 Service Level Agreement	The National Model	Issues for consideration
1.5	Frequency of meetings	As & when required provided there be a minimum of 3 meetings per year.	No more than once a term, i.e. 3 meetings per year.	
1.6	Agenda preparation	<ul style="list-style-type: none"> By 31 October every year, the Chief Officer reports annually to the JC & the LA's individually on the performance of the service in delivering the service functions & key aims as stated in the Full Business Case. Annual Final Accounts will be prepared by no later than 31 May in each year. 	<ul style="list-style-type: none"> Autumn meeting – agreement of draft business plan & accompanying budget. Spring & Summer meetings – scrutinise progress of the plan. The MD of the Board & a lead Chief Executive in consultation with the Chair will agree the agenda & papers. 	

Priority Outcomes

- 1. Continue to increase the proportion of 16 year old learners who achieve the Level 2+ Threshold (L2+)**
- 2. Continue to raise standards for learners eligible for FSM**
- 3. Raise standards for learners in the national reading tests across the region**
- 4. Raise standards for learners in the national numeracy tests across the region**
- 5. To increase the uptake of, and raise standards in, Welsh as a First Language across the region (*medium term outcome*) in line with the WESP in individual LAs.**
- 6. Increase the proportion of 16 year old learners who ensure at least 5 A* or A grades by the end of KS4 (*medium term outcome*)**

Priority Outcomes

Priority outcome 1.	Outcome measures 2014-15	Context
Continue to increase the proportion of 16 year old learners who achieve the Level 2+ Threshold (L2+)	Aim for a further increase from 56% in 2013 to 59% by Summer 2014 and 61% by Summer 2015.	<p>The L2+ in North Wales has increased from 44.6% in 2008 to 56.0% in 2013, an increase of 11.4% compared to an increase of 7.1% across Wales over the same period.</p> <p>The banding profile of secondary schools in North Wales shows a positive picture when compared to the rest of Wales, with a significantly higher proportion of schools in the higher bands.</p>
	Continue to close the gap between mathematics and language results and by so doing ensuring more learners gain A*-C grades in both areas.	1.6% more learners gained an A*-C in language than in mathematics in 2012 and 1.9% in 2013. This compares to a national gap of 3.8% in 2012 and 2.6% in 2013.
	Aim for a further increase in the KS4 Core Subject indicator from 52.9% in 2013 to 55% by Summer 2014 and 57% by Summer 2015.	There is a concern that science as a subject is being increasingly marginalised in schools as a result of the increased focus on the L2+ indicator. This is contrary to the STEM and regional skills agenda and misses an opportunity to prepare learners effectively for a core element of the next PISA assessments in 2015.

Actions and arrangements in place to deliver outcomes

- GwE and LAs will continue to work with underperforming schools, specifically those identified through the categorisation process and the requirements of the Service Level Agreement (SLA). Specialist, bespoke support will be provided for schools, commissioning additional work where necessary.
- GwE will develop support and development programmes for
 - leadership at senior and middle leader level
 - learning and teaching
 using school to school support as the primary driver.
- Develop the regional capacity of the service to enable it to respond to situations of concern rapidly, in a consistent and co-ordinated manner.
- GwE has appointed a leading mathematics practitioner, on a four term secondment to start in April 2014, who will give particular consideration to the Estyn Report on

KS4 mathematics and will lead this work across the region. There will be a detailed focus on supporting schools to make an early start in preparing for the new GCSE specifications in the context of the 2015 PISA assessments.

- Ensure that a school to school support programme is developed which will encourage good schools to become even better and the best schools to support others.
- To work more proactively with schools from September 2014, spending less time analysing historic results and placing a greater emphasis on those matters which schools can influence. This will include, through the regional RMIS project, more extended use of tracking data.
- GwE will develop a close working partnership with the Regional Skills and Employment Coordinator to ensure that schools give appropriate attention to this agenda.

Priority outcome 2.	Outcome measures 2014-15	Context
Continue to raise standards for learners eligible for FSM	Aim to increase the performance of FSM learners in the L2+ from 23.2% in 2012 and 29.8% in 2013 to 31% by Summer 2014 and 33% by Summer 2015.	Between 2009 and 2011 there was an increase in the performance of FSM learners across the region. However, this increase is 0.5% lower than the corresponding national increase and that mainly due to the performance in one authority. In 2011 and 2012 five of the six authorities were performing above the national figure but in 2012 there was a drop of 2.2% from the 2011 figures as one authority fell 7.2% below the national figure.
		During the period between 2008 and 2012 there was a steady increase in the attainment of learners not eligible for FSM placing the region above the national figure for the fourth consecutive year. This increase of 4.5% is higher than the national increase. As a result, the performance gap between these learners and their FSM peers was higher in the region in 2012 than was seen nationally. However, In 2013 there was a significant

		<p>increase of 6.6% in the performance of FSM learners in this indicator with a corresponding increase of 2.5% for non-FSM learners. The FSM/non-FSM gap reduced by 4.1% and is now lower than the national figure.</p>
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Actions and arrangements in place to deliver outcomes

- To continue to ensure a firm focus on tracking outcomes for these learners in all GwE challenge visits.
- To ensure as part of Visit 3 Summer 2014, that schools have appropriate plans for the use of their Pupil Deprivation Grant, as part of a wider strategy, to continue to raise standards for this cohort of learners.

Priority outcome 3.	Outcome measures 2014-15	Context
Raise standards for learners in the national reading tests across the region	<p>Increase in the % scoring > 115</p> <p>Reduction in the % scoring < 85</p> <p>Reduction in the % of disapplied learners</p>	<p>Despite having a higher % of learners scoring between 85 – 115 in the English Reading test, the % of learners in North Wales scoring >115 was below the Wales average. Our target for 2014 is to increase the % to be in line with or above the Welsh average.</p> <p>In the Welsh Reading test GwE's performance was strong in comparison with the other regions. However, 9.6% of our schools had scores which placed them below the median when compared to similar schools. Our target for 2014 is to reduce the % of schools below the median from 9.6% to 7.5%.</p>
	Improve learner progress to be measured as data becomes available.	Regional and national context to be established post Summer 2014

Actions and arrangements in place to deliver outcomes

We will maximise the opportunities afforded by the fact that we have an identified Senior System Leader for Literacy & Numeracy in order to coordinate and align the work of GwE colleagues with the National Support Programme in order to:

- Develop both senior and middle leadership in the field of literacy, including offering guidance and training in the following:
 - Analysing national test data which will lead to SMART development plans
 - Monitor the implementation, progress and outcomes of any intervention programmes used.
- Support schools to ensure that every teacher is a teacher of literacy, with the skills, knowledge and specialism to deliver the LF at classroom level. Support the up-skilling of teachers to :
 - Plan the development of literacy skills across the curriculum and across the range of age and ability
 - Use effective teaching strategies, including appropriate differentiation
 - Plan and prepare for the national tests

Priority outcome 4.	Outcome measures 2014-15	Context
Raise standards for learners in the national numeracy tests across the region	Increase in the % scoring > 115 Reduction in the % scoring < 85 Reduction in the % of disappplied learners	<p>There was a 7.8% differential between the highest and lowest performing LA in North Wales with regards to the % of learners with scores over 85 in 2013. Our target for 2014 is to improve the performance of the lower performing LAs in line with the higher performers.</p> <p>The % of learners in North Wales who were absent/disappplied from the Numeracy test in 2013 was higher than the Wales average. Our target for 2014 is to reduce this to be in line with, or below, the Wales average.</p>
	Improve learner progress to be measured as data becomes available.	Regional and national context to be established post Summer 2014

Actions and arrangements to deliver outcomes

We will maximise the opportunities afforded by the fact that we have an identified Senior System Leader for Literacy & Numeracy in order to coordinate and align the work of GwE colleagues with the National Support Programme in order to:

- Develop both senior and middle leadership in the field of numeracy, including offering guidance and training in the following:
 - Analysing national test data which will lead to SMART development plans
 - Monitor the implementation, progress and outcomes of any intervention programmes used.
- Support schools to ensure that every teacher is a teacher of numeracy, with the skills, knowledge and specialism to deliver the NF at classroom level. Support the up-skilling of teachers to :
 - Plan the development of numeracy skills across the curriculum and across the range of age and ability
 - Use effective teaching strategies, including appropriate differentiation
 - Plan and prepare for the national tests

Priority outcome 5 (medium term)	Outcome measures 2014-15	Context
To increase the uptake of, and raise standards in, Welsh as a First Language across the region.	In the medium term, to increase the proportion of learners who take L2/L1 examinations in Welsh as a First Language by the end of KS4 .	There was a decrease of 2% in the proportion of learners gaining A*-C grades between 2008 and 2012 in North Wales, the only core subject to see a drop. There was a further decrease of 0.4% in 2013. The national figure has also dropped, albeit at a slower rate, over the same period. Further work is required in this area across Wales and regionally as the cohort of learners is not as clearly defined as in the other core subjects.

Actions and arrangements in place to deliver outcomes

- To work with Welsh Government colleagues to develop national and regional data sets which will enable us to track progress in this area. This has to include identifying and challenging the reduced cohort who study Welsh as a First Language as a proportion of the

total cohort for all other core subjects. In addition, the standards achieved within that reduced cohort have to be identified and challenged.

- To include Welsh First Language as a focus for future GwE visits and target setting when quality data is available.

Priority outcome 6 (medium term)	Outcome measures 2014-15	Context
Increase the proportion of 16 year old learners who ensure at least 5 A* or A grades including language and mathematics by the end of KS4	Regional and national data required urgently in order to facilitate this process.	Improving the performance of the most able learners in the region is vital. Focussing completely on the C/D border will not bring about the success we require. There is a significant lack of quality data in this area.

Actions and arrangements in place to deliver outcomes

- To work with Welsh Government colleagues to develop national and regional data sets which will enable us to challenge schools more effectively in this area.
- To include the 5 A*/A indicator as a focus for GwE visits and for regional target setting when quality data is available.