

Meeting of:	Learning and Culture Scrutiny Committee
Date of Meeting:	Thursday, 07 December 2023
Relevant Scrutiny Committee:	All Scrutiny Committees and Cabinet
Report Title:	Annual Delivery Plan Monitoring Report: Quarter 2 Performance 2023/24.
Purpose of Report:	To present quarter 2 performance results for the period 1st April 2023 to 30th September 2023 in delivering our 2023/24 Annual Delivery Plan commitments as aligned to our Corporate Plan Well-being Objectives.
Report Owner:	Paula Ham, Director of Learning & Skills
Responsible Officer:	Paula Ham, Director of Learning & Skills
Elected Member and Officer Consultation:	The performance report applies to the whole authority. Quarterly performance reports covering the Corporate Plan Well-being Objectives will be considered by Directorate Management Teams, the Strategic Insight Board, Strategic Leadership Team, all Scrutiny Committees and Cabinet.
Policy Framework:	This is a matter for Executive decision by Cabinet.
<p>Executive Summary:</p> <ul style="list-style-type: none"> • The performance report presents our progress at quarter 2 (1st April 2023 to 30th September 2023) towards achieving our Annual Delivery Plan (2023/24) commitments as aligned to our Corporate Plan Well-being Objectives. • Due to current capacity challenges within the Corporate Performance Team, the format for this quarter's (Q2) Annual Delivery Plan Monitoring Report has been revised temporarily, to enable us to continue to provide elected members with an overview of progress in delivering our Annual Delivery Plan commitments as aligned to the remit of each Scrutiny Committee. • The presentation appended at Appendix A provides a summary of progress against our Annual Delivery Plan commitments for 2023/24 as aligned to the remit of the Learning & Culture Scrutiny Committee. • The report seeks elected members' consideration of Q2 performance results and the proposed remedial actions to address areas of identified underperformance. Upon consideration, the Scrutiny Committee is recommended to refer their views and any recommendations to Cabinet for their consideration. 	

Recommendations

1. That Members consider Q2 performance results and progress towards achieving the Annual Delivery Plan 2023/24 commitments as aligned to our Corporate Plan Well-being Objectives within the remit of the Committee.
2. That Members consider the remedial actions to be taken to address areas of underperformance and to tackle the key challenges identified within the remit of the Committee, with their views and recommendations referred thereafter to Cabinet for their consideration and approval.

Reasons for Recommendations

1. To ensure the Council clearly demonstrates the progress being made towards achieving its commitments in the Annual Delivery Plan 2023/24 aimed at making a positive difference to the lives of Vale of Glamorgan citizens.
2. To ensure the Council is effectively assessing its performance in line with the requirement to meet our performance requirements as outlined in the Local Government & Elections (Wales) Act 2021 and reflecting the requirement of the Well-being of Future Generations (Wales) Act 2015 that it maximises its contribution to achieving the well-being goals for Wales.

1. Background

- 1.1 The Council's Performance Management Framework is the mechanism through which our key priorities and targets are monitored and realised in order to secure continuous improvement and meet our performance requirements.
- 1.2 As part of the review of its Performance Management Framework, the Council has adopted a Corporate Plan (2020-25) which reflects the requirements of the Well-being of Future Generations (Wales) Act 2015 and identifies 4 Well-being Objectives for the Council. We have also refined our performance reporting and monitoring approach to enable us to meet our new duties under the Local Government & Elections (Wales) Act which came into effect from 1st April 2021.
- 1.3 Our performance framework is aligned to our Corporate Plan to enable us to track our progress on well-being objectives (keep our performance under review) and demonstrate how the steps we intend to take will contribute to achieving multiple well-being objectives and in turn the national goals.
- 1.4 In line with these performance arrangements, Cabinet and Scrutiny Members will consider a high-level overview of performance in a presentation report format. The report is aligned to the remit of the Committee and reports progress against all four Well-being Objectives enabling members to look at the achievement of the Corporate Plan holistically. The report also highlights areas of improvement that may require greater scrutiny by members and enables Cabinet and Scrutiny Committees to flex their work programme to reflect any emerging performance issues that may require more intensive consideration. This reflects the changes requested by elected members on performance monitoring and aligns with the

13 Principles - Effective Scrutiny Action Plan. This approach will enable members to focus on upcoming priority areas and areas where further probing should be considered, alongside progress against the Annual Delivery Plan commitments.

- 1.5** Work will continue to further develop and enhance our performance monitoring and reporting arrangements in line with our duties as outlined in the WCFG (Wales) Act and the LG&E (Wales) Act with reference to the wider local government agenda. These discussions will continue to consider the best way to present information to elected members to facilitate scrutiny and identify and explore areas of interest.

2. Key Issues for Consideration

- 2.1** The presentation (**Appendix A**) outlines our performance for the period 1st April to 30th September 2023 against our Annual Delivery Plan commitments for 2023/24 as aligned to the remit of the Learning & Culture Scrutiny Committee.
- 2.2** Due to current capacity challenges within the Corporate Performance Team, the format for this quarter's (Q2) Annual Delivery Plan Monitoring Report has been revised temporarily to enable us to continue to provide elected members with an overview of progress in delivering our Annual Delivery Plan commitments as aligned to the remit of each Scrutiny Committee.
- 2.3** The revised presentation structure provides members with:
- An overview of achievements specific to each scrutiny committee's remit across all 4 Well-being Objectives as applicable.
 - An overview of areas for improvement, emerging areas of development and activity and emerging areas of concern specific to each scrutiny committee's remit across all 4 well-being objectives.
- 2.4** We have also assessed progress in relation to our planned activities as outlined in our Annual Delivery Plan for 2023/24 using local performance and trend data where possible to support performance reporting. National benchmarking data remains limited due the removal of our national data obligations by the Welsh Local Government Association (WLGA) and Welsh Government (WG).
- 2.5** Elected Members are being asked to consider the Q2 performance results and the proposed remedial actions to address areas of identified underperformance. Upon consideration, the Scrutiny Committee is recommended to refer their views and any recommendations to Cabinet for their consideration.

3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?

- 3.1** Performance Management is an intrinsic part of corporate governance and integrated business planning which underpins the delivery of the Council's Corporate Plan and its Well-being Objectives and associated annual commitments in its Annual Delivery Plan 2023/24. Our Corporate Plan has been structured around the Well-being of Future Generations (Wales) Act 2015, through the development of four Well-being Objectives. By aligning our Well-

being Outcomes in the Corporate Plan with the Well-being Goals of the Act, this will enable us to better evidence our contribution to the Goals.

- 3.2 Performance reporting is an important vehicle for showing our progress, not only in terms of impacts across the national well-being goals through achievement of our well-being objectives but also in terms of the changes and improvements made in our approach to integrated planning.
- 3.3 The five ways of working are a key consideration in our corporate Performance Management Framework ensuring that we continue to focus on working differently and in an inclusive way to challenge why, what and how we respond to our key performance challenges.

4. Climate Change and Nature implications

- 4.1 There are no direct climate change and nature related implications associated with this report. The Corporate Plan and Annual Delivery Plan incorporate our key commitments which aim to have a positive impact on climate change and nature overall. However, failure to deliver on these commitments could impact negatively on achievement of our Well-being Objectives and in turn our contribution to the national goals and on any external regulatory assessments of the Council.
- 4.2 The climate change and nature implications related to the Council's activities are outlined in Project Zero (our Climate Change/carbon reduction and nature programme) and identifies the mitigating actions we intend to take to minimise the adverse consequences of our activities. It also includes key measures and targets that are monitored and regularly reported to all stakeholders to enable us to demonstrate and track progress towards achieving our key climate change and nature related commitments enroute to achieving net zero carbon status by 2030.

5. Resources and Legal Considerations

Financial

- 5.1 There are no additional budgetary implications arising from this report, although underperformance in some areas may have a negative impact on external assessments of the Council and could put certain funding opportunities at risk.

Employment

- 5.2 There are no direct workforce related implications associated with this report. However, there are a number of issues contained within the performance report that if not effectively managed have the potential to impact on our staff establishment and performance overall. This may in turn impact adversely on achievement of key outcomes associated with the Corporate Plan.

Legal (Including Equalities)

- 5.3** The Local Government & Elections (Wales) Act 2021 requires that the Council keep its performance under review and consult and report on its performance in order to secure continuous improvement and meet its performance requirements.
- 5.4** The Well-being of Future Generations (Wales) Act 2015 requires the Council to set and publish annual Well-being Objectives that maximise its contribution to achieving the Well-being goals for Wales and report its progress in meeting these.

6. Background Papers

[Corporate Plan 2020-25](#)

[Annual Delivery Plan 2023-24](#)

ANNUAL DELIVERY PLAN MONITORING REPORT 2023/24

QUARTER 2 - LEARNING & CULTURE COMMUNITIES SCRUTINY COMMITTEE



Links to latest corporate health reports/information to enable members to maintain oversight of issues that may impact on the work of the Council and their respective committees • [Q1 Corporate Risk Register 2023-24](#) • [Q4 Sickness Absence Report 2022-23](#) • [Q1 Insight Board Action Tracker](#) • [Corporate Overview](#)

WHAT HAVE WE ACHIEVED?

Objective 1: Work with and for our communities:

- Achieved Digital Inclusion accreditation, the first adult learning provider in Wales to do so.
- Supported 25 schools across the Vale to become Schools of Sanctuary and are currently progressing an application for virtual School of Sanctuary status.
- Since April 2023, 3 English medium primary schools have received the Siarter Iaith Cymraeg Campus Bronze Award and 4 the silver award. 2 English medium secondary schools have received the Siarter Iaith Cymraeg Campus silver award. One Welsh medium primary school has received the Silver Siarter Iaith award.
- Good uptake of tutor led courses during the quarter under the Work Welsh scheme with 54 members of staff enrolled on to the September 2023 classes.
- A new innovative resource has been completed following a partnership with BT to provide immersive classroom facilities, with positive feedback from schools trialling the facility. Formal launch is planned during Quarter 3.
- St Athan Library has achieved Dementia Friendly status with work continuing across all libraries to host a varied range of activities to support older people's well-being. Rhose and Llantwrt Major Libraries now host housing advice sessions for the over-55s, run by Hafod.
- Successfully engaged with stakeholders over summer via events such as Employability, family engagement, Get Into Childcare; Porthkerry family event; Flying Start and Pobl events as part of promoting community involvement.

Objective 2: Support learning, employment and sustainable economic growth:

- Discussions on developing the Iolo resource base are progressing as part of the planning process following Cabinet approval to proceed with the proposal, which includes a 420 place school with additional 30 part time nursery places and an immersion centre.
- Work undertaken at Q2 as part of the Shared Prosperity Fund, has contributed to 44 new engagements with young people with learning difficulties by employment mentors, with 4 gaining employment. Following support, 30 people have successfully gained employment, 16 have gained a qualification, licence or skill with a further 45 more confident in job seeking.
- Strong progress has been made in our work with schools and partners to embed the Whole – School Approach to Mental Health and Emotional Well-being, with many of our schools (79.2%) progressing an implementation plan. The progress in this area has been particularly good and has been noted by Public Health Wales as comparing favourably with other Local Authorities within our region.
- Since April 2023, 37 schools have engaged with regional professional learning opportunities via the Central South Consortium (CSC). 31 schools have participated in 32 funded projects; 53 practitioners have engaged in professional learning related to curriculum; 101 individuals have engaged in Governor training; 92 practitioners have engaged in professional learning to develop Welsh Language provision; 13 practitioners have been appointed to lead practitioner roles.
- Improvement on our 16-18 NEET data, especially tiers 1 and 2, compared to the same period in 2022/2023. For tier 1, our Welsh ranking has gone from 12th to 5th, and for tier 2 from 12th to 1st in Wales.
- Delivery of Band B projects has remained on track in terms of the overall programme which ends in 2026. In terms of 2023/24, St Richard Gwyn, Ysgol Sant Baruc (Barry Waterfront) – Phase 2, the Centre for Learning & Well-being and St Nicholas projects are either in design or construction.



WHAT HAVE WE ACHIEVED?

Objective 3: Support People at home and in their community:

- Universal Primary Free School Meals (UPFSM) have been rolled out to all Vale schools a year ahead of planned WG rollout. More schools have expressed an interest to participate in the Food & Fun programme for 2024 following the success this summer.
- Continued focus in ensuring that communities can access support and utilise facilities at schools more easily e.g., the community cafe at Holton Primary school where food can be purchased at significantly discounted prices and period dignity pick & mix style access points at several schools enabling community members to easily access products discretely.
- Promoted our assets as community learning spaces which offer a wide range of opportunities, informed by extensive engagement at taster and other events to ensure curriculum offered meets local needs. Nearly 600 people attended an adult learners event during Q2 promoting learning and employability.
- Successfully provided targeted support to meet the needs of asylum seeking and refugee learners, assisted by the new professional portal which has been effective in identifying children with additional learning needs ensuring access to matched and timely education provision.
- Through a number of engagement activities over the summer, the homelessness project provided opportunities for young people to socialise with their peers to build their confidence and allow them to experience play, which some haven't had the opportunity to do for many years.

Objective 4: Respect, enhance and enjoy our environment:

- Working with all teams across the Vale, including eco schools and Project Zero board to implement a decarbonisation framework in all schools.
- We continue to successfully operate a hybrid model and avoid non-essential journeys, utilising technology where appropriate to hold meetings, reducing our carbon footprint.
- Decarbonisation sub group of the School Investment Operational Board has shortlisted a number of schools for development projects this quarter with a focus on projects aimed at maximising green spaces in schools, planting tree/ wild grass, bird boxes etc.
- The Sustainable Communities for Learning team are currently identifying 6 schools to participate in a pilot scheme to undertake energy audits with energy sparks in schools. As part of this work, leaflets have been issued to all schools encouraging participation in 'switch off fortnight' providing schools with links to energy saving tips and support to make changes in use and behaviour.
- Good progress in updating Employer Requirements for future developments to ensure progression within our designs are meeting the Net Zero Carbon (NZC) targets. e.g. lighting, mechanical systems, low energy coffee machines, zip taps, screens, fridges etc.
- Continue to work across Arts Development, the Pavilion and our libraries to encourage awareness through delivering environmentally aware events, activities and workshops that encourage local schools, library users and communities to participate and engage with the Net Zero Carbon agenda.



AREAS FOR IMPROVEMENT: SERVICE PLAN ACTIVITY

Objective 1: Work with and for our communities:

- Progress work with colleagues in Finance to review the Special School funding formula, delayed as result of the Finance manager being on secondment.
- With the successful delivery of the Band B programme, focus is on working with schools to become more community focused in use of their assets to support our shared vision of community focused schools.
- Progress work to improve web content and the accessibility of information about our schools, and Education services.

Objective 2: Support learning, employment and sustainable economic growth:

- Progress work on expansion of Ysgol y Deri which has been subject to delay due to a Welsh Government call in, but now close to commencing works on site. Despite some delays, it is anticipated that remaining the Sustainable Communities for Learning projects will be delivered by the end of 2024 in line with the end of Band B programme.

Objective 3: Support people at home and in their community:

- Further work is needed to progress the Move More Eat Well Plan jointly with Amplifying Prevention to food agenda. There has been delays as both agendas remain very oversubscribed and progress on joining them up has proven difficult.
- Continue to promote homelessness support and provision with secondary schools, since seeing a drop in referrals to the service to ensure that we can continue to identify and deliver effective interventions for young people at risk of homelessness.
- Progress work on identifying potential income opportunities for the Arts Service and Arts Central Gallery to ensure its sustainability.

Objective 4: Respect, enhance and enjoy our environment:

- Progress the review of procurement practices in our Library Services to maximise our contribution to the climate change agenda.



EMERGING AREAS OF DEVELOPMENT & ACTIVITY

Objective 1: Work with and for our communities:

- Support 19 schools reporting a deficit budget position to develop balanced recovery plans.
- Continue to maximise our customer insight through consultation to shape our development and delivery of the Sustainable Communities for Learning programme ensuring stakeholders have opportunities to input.
- Progress work to repurpose the caretaker's house at Holton Primary to support pupils with Additional Learning Needs.

Objective 3: Support people at home and in their community:

- Progress implementation of the refreshed Move More Eat Well Plan in partnership with health and other key stakeholders.
- Continue to review the operation and sustainability of the Arts Service and maximise opportunities for income generation.
- Further develop our 'child friendly' policies.
- Work is under way to embed our Social and Emotional Mental Health Strategy in a more holistic way across all aspects of our work to ensure that we effectively put it into practice.

Objective 2: Support learning, employment and sustainable economic growth:

- Addressing ongoing capacity issues in meeting the requirements of the ALNET Act, including provision for Welsh speakers. Focusing on streamlining our ALN processes to address demand and manage expectations.
- Despite examples of effective practice in use of the PDG, further work is needed in this area to maximise schools use and impact of the Pupil Development Grant (PDG).
- Continue our work with the South Consortium Joint Education Service via the Well-being Improvement Matrix to ensure our schools receive the input required to deliver identified improvements in Additional Learning Needs & Well-being.
- Progress collaborations with schools to enable them maximise their use of technology in delivering the curriculum.
- Further embedding our focus on attendance following the launch of our attendance campaign to minimise days lost due to unauthorised absences.

Objective 4: Respect, enhance and enjoy our environment:

- Progress work with schools and community partners to develop and implement innovative practice/initiatives that effectively respond to the climate and nature emergencies.
- Progress emerging projects to decarbonise the Learning & Skills building estate via the Decarbonisation sub-group of the School Investment Operational Board.



EMERGING AREAS OF CONCERN

Objective 1: Work with and for our communities:

- There are challenges around the inclusivity of our engagement activities especially 'seldom heard' groups (those with protected characteristics/intersectionality) to shape and inform service design and development.
- There are recruitment and retention challenges in some service areas such as the youth service. Recruitment challenges across some schools, especially in relation to meeting our requirements for Welsh medium or provision for specialist areas i.e. ALNCOs.
- Financial challenges linked to uncertainty of funding over the coming year, especially when a number of our services are dependent on grant funding.

Objective 3: Support people at home and in their community:

- Well-being continues to remain a long-term priority going forward. There is a need to focus on further training and support for school-based staff to increase their confidence in supporting learners with their health and well-being. Health and well-being needs to be prioritised as an Area of Learning and Experience.
- Growing demand for social, emotional and mental health services outstrips our resources and capacity to meet needs.

Objective 2: Support learning, employment and sustainable economic growth:

- There is a need to continue to work with the Central South Consortium Joint Education Service to address challenges with driving school improvement.
- Whole School Approach Grant (WSA) funding was not increased as projected by Welsh Government and has in fact been reduced, therefore hindering plans to extend the school counselling service.
- Attendance continues to remain an area of concern across certain schools and clusters of schools. Attendance rates have dipped slightly during September 2023 compared to the same period last year. Secondary attendance continues to remain an area of focus.

Objective 4: Respect, enhance and enjoy our environment:

- Ongoing supply issues and the escalating cost of materials continue to have an impact on the deliverability of remaining projects within Band B of the Sustainable Communities for Learning programme and will be the subject of consideration when developing the rolling Programme going forward.
- Across the Vale of Glamorgan's school estate there are a number of Victorian schools that also have listed status. This impacts on the extent to which we can refurbish/retrofit these buildings to a carbon net zero in operation status.

